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ABSTRACT

A survey was done in 1987 of national organizations of women of color, their leaders, their organizations, and the issues they were confronting. The survey was conducted through questionnaires to all and on-site visits to a few of the women of color organizations. A return for verification of information in 1991 found that all but a few were still in operation. The survey found that although the group experiences differed historically, some priorities common to all included leadership development, employment opportunities, improved education, strengthening of the family, and economic development as well as a desire to reaffirm the strength and value of their own cultures, and to gain political, social, and economic empowerment. The document presents the survey findings through a chapter on each of the following ethnic groups: (1) Asian Pacific American women; (2) African American women; (3) Hispanic American women; and (4) Native American women. Also included is a list of the 23 organizations that responded to the survey and extensive portraits of each institution, which touch on organizational history, staffing, publications, dues, goals, constituency, base of support, and issues of primary interest. A final section presents survey responses for each of the 23 organizations surveyed. (JB)

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Ford Foundation Women's Program Forum

National Women of Color Organizations

A Report to the Ford Foundation

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National Women of Color Organizations

A Report to the Ford Foundation

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Ford Foundation, New York, N.Y.

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INTRODUCTION

In 1987, the Ford Foundation commissioned Aileen C. Hernandez Associates (San Francisco) to survey national organizations of women of color and look at their leaders, their organizations, and the issues they were confronting. The survey was conducted through questionnaires and on-site visits to some of the organizations. While it did not purport to include all women of color organizations, it did try to reach as many of the national organizations as was possible. This condensed report includes the twenty-three organizations with a national focus that responded to the survey. In 1991, the organizations were recontacted to verify the basic contact information. The good news is that all but a few of them are still in existence and they are continuing their work.

While group experiences have differed historically for Asian-Pacific American women, African-American women, Latina women, and Native American women, there are some priorities that are common to all of them. These include leadership development, employment opportunities, improved education, strengthening of the family, and economic development. There is also a desire in each ethnic group, and expressed by these women's organizations, to reaffirm the strength and value of their cultures; to gain political, social, and economic empowerment; to have access to comprehensive health care and health education; to win support for the construction of affordable housing; and to work with other women of color groups and mainstream organizations in the United States and overseas to bring about change.

The Women's Program Forum determined to publish this report and directory in the hope that this information will help others, as it helped us at the Ford Foundation, in learning about the wide range of activities undertaken by women of color organizations. June Zeitlin, program officer in the Human Rights and Governance program and a co-chair of the Women's Program Forum, was responsible for overseeing the development of this report. We want to thank Aileen Hernandez for her fine work in conceiving and preparing this important report and also thank Elsie Washington for her editorial assistance.

The report that follows includes an overview of the ethnic groups whose organizations were surveyed, portraits of the responding women of color organizations, and a directory listing each of them.

Susan V. Berresford
Vice President, Program Division

ASIAN-PACIFIC AMERICAN WOMEN – Quiet No More

...inside, anger marches like an endless army in neat uniformed rows. The end to anger is not in sight.

Virginia R. Cerenio, 1978
Habits of an Asian-American Woman

The Asian-Pacific American woman was born of many unique, ancient cultures—Chinese, Japanese, Korean, Hawaiian, Guamanian, Samoan, Vietnamese, Thai, and Indian—and of her experiences in the United States. Some of the groups identified as Asian/Pacific Islander have had contact with the United States for more than a century; others are recent arrivals whose "Americanization" is affected by the history that preceded them. Although the prevailing stereotypes about the Asian community are often benevolent (ascribing positive characteristics to the "group" identified), there are also persistent negative stereotypes which shape the attitude of some Americans. The three largest Asian ancestry groups in the United States are from Japan, China, and the Philippines.

THE CHINESE EXPERIENCE

Chinese came to the United States in significant numbers during the latter half of the nineteenth century when poverty and politics drove many Chinese men to seek their fortunes elsewhere. The discovery of gold at Sutter's Mill in California in 1848, and the building of the transcontinental railroad produced a demand for cheap labor in America, and thousands of Chinese men were brought over as contract laborers. Women and children did not accompany them. Initially, the Chinese were welcomed as a work force but by 1868 attitudes toward the Chinese were changing. When the major railroad-building era ended in 1869, thousands of these contract laborers lost their jobs. An economic panic four years later exacerbated the unemployment situation and foreigners, particularly the Chinese, became an easy target for hostility. A "Chinese must go," movement was started, and violence against the Chinese became commonplace. At the instigation of California members of Congress, a Chinese Exclusion Act was passed, halting migration for a ten-year period. The law was renewed and made more restrictive in 1892 and 1902 so that Asian aliens

became ineligible for American citizenship. The 1924 Immigration Act extended the ban to the Japanese and eliminated Asian countries from participation in the immigration quotas which were established. It was not until 1943 that, in deference to the status of China as a wartime ally, the immigration laws were modified to allow 105 Chinese to enter the United States each year.

Only a very small number of Chinese women entered the United States before the twentieth century. Up until then, organizations representing the interests of the Chinese were usually male-dominated mercantile and benevolent associations. The communities were isolated and traditional, with the women playing no visible public roles—although many of them worked outside the home. Once the restrictions on Chinese immigration were lifted, Chinese families migrated in increasing numbers from Hong Kong and Taiwan, as well as from Hawaii. In recent years, Chinese women have begun to emerge in the political and civic arenas and on the mainland, e.g. March Fong Eu, California's secretary of state and Lily Lee Chen, who was the first woman of Asian ancestry to become mayor of a mainland city (Monterey Park, California). Third and fourth generation American women of Chinese ancestry have headed community-based organizations (like Chinese for Affirmative Action) and been active in education and family planning groups. A national organization of Chinese-American women has been formed, and women of Chinese ancestry function in Pan-Asian women's organizations, in coalitions with other women of color, and in mainstream women's organizations.

THE JAPANESE EXPERIENCE

The history of the Japanese in America parallels that of the Chinese in some respects. In 1886, when deepening political and economic problems in Japan caused unrest, the government's emigration policies were relaxed and many Japanese left the country; students were also permitted to migrate freely. Although there was no massive migration of Japanese to the mainland United States, there was a slow, steady increase in the Japanese population up until the turn of the century.

Most of the migrants were male, and they arrived in the States at the height of the antagonism against the Chinese. Because the typical white American was not sophisticated enough to distinguish between the two groups, the Japanese were often the target of hostility. The first civic organizations were created in response to the discrimination the immigrants faced, and one of the earliest was the Japanese Association of America, formed in 1899. Three decades later, the Japanese American Citizens' League (JACL) was founded.

Although they were few in number, women played a role in the founding of these organizations and in the attacks launched by JACL on alien land laws and anti-naturalization policies. During World War II, a Japanese-American woman, Mitsuye Endo, was the successful plaintiff in a challenge to the wholesale internment of some 110,000 Japanese/Americans (citizens and aliens) as security risks. The Supreme Court ruled that her loyalty to the United States had been established and she could not be confined to the relocation center.

Hawaiian women of Japanese ancestry have been active politically and, in 1964, Hawaii elected Patsy Takemoto Mink as its representative in Congress, the first woman of color to hold that office. Jean Sadko King was lieutenant governor of the state, and Patricia Sarki became the second Asian-Pacific American woman to be elected to Congress from Hawaii.

While there is no national organization specifically directed at women of Japanese ancestry, these women have been active in mainstream women's organizations, in Pan-Asian women's groups, and in women of color coalitions. There is also a Women's Concerns Committee in the JACL.

THE FILIPINA EXPERIENCE

The Filipina, like her Chinese and Japanese sisters, was a late arrival on the shores of mainland United States. When Spain ceded the Philippine Islands to the United States in 1898, the first wave of male immigrants satisfied a need for labor to harvest crops in agricultural areas of the islands and the western states of the mainland. Few women emigrated with them at this time, or in the next forty years.

After World War II, however, women came from the Philippines in greater numbers, joining fathers and husbands who were citizens because of their wartime service. Others were part of the new group of immigrants entitled to enter the country when the ethnic quotas were dropped in 1952 and 1965, and up to 20,000 immigrants from each country could enter on an annual basis. The provisions of the law gave preference to people with special skills. Attracted by the prospects of economic rewards greater than they could attain in the Philippines, many young, professionally-trained Filipinos—male and female—poured into American cities, creating what has been referred to as a "brain drain" in their native land. Political tensions also played a role in the exodus of young people from the Philippines. Filipino-American organizations were created and women took an active role in these groups. Filipinas have been active in mainstream women's organizations, in coalitions with other women of color, and in Pan-Asian groups.

OTHER ASIAN/PACIFIC ISLANDER GROUPS

In the last three decades, other Asian groups have migrated to the United States for the first time—unhampered by restrictive legislation and limiting quotas. Relocation programs for the refugees of two "wars" have helped to swell the Asian ancestry populations of a number of American cities. Koreans, Vietnamese, Thai, Cambodians, and East Indians add new cultural dimensions to the ethnic and racial diversity of the nation. Samoans, Guamanians, and (since Hawaiian statehood in 1959) Native Hawaiians have also moved into mainland communities which are dramatically different from the small, rural environments in which many of them lived. Brides of American servicemen are a significant portion of these new immigrants.

AFRICAN-AMERICAN WOMEN – The Dual Burden

...Negro women, historically, have carried the dual burden of Jim Crow and Jane Crow. They have not always carried it graciously, but they have carried it effectively.

Rev. Pauli Murray, civil rights and women's rights activist, 1963.

The tradition of organizing for mutual support is strong among African Americans; so is the philosophy of coalition-building to achieve social and political change. From the late 1700s on, powerful, activist free blacks were deeply involved, in the abolitionist movement. Individually and in concert, these prominent and prosperous businessmen, professionals, craftsmen, and religious leaders challenged slavery and the denial of voting rights. In 1830, they joined forces to hold the first national black convention at Bethel AME Church in Philadelphia. The meeting resulted in the formation of the American Society of Free Persons of Color and in a black agenda for securing full citizenship for people of color.

While all participants in this first national convention were men, black women played leadership roles in later meetings of the organization. In fact, as early as 1789, a membership list of the Union Society of Africans of Newport, Rhode Island listed two women members; and the Colored Temperance Union, formed because of the discriminatory policies of white temperance societies, had both male and female members in the thirty years prior to the Civil War. However, black women were not always included in conventions and societies created by black men. In some instances, black women had to fight to gain access to these deliberative bodies. But, in general, black men were much more accepting of the inclusion of women than were their white male counterparts.

Some black men were strong advocates of women's equality—Frederick Douglass, Martin R. Delany, James Forten (Sr. and Jr.), Robert Purvis, and Charles Redmond—well before the women's rights movement gained national recognition in the late nineteenth century. Until the split over the Fifteenth Amendment which gave the vote to black men, but to no women, black male abolitionists were welcomed by white feminists as allies in the struggle for equality. Black women, however, were not universally accepted as "sisters" in the women's movement or in nine-

teenth century women's organizations. Their response was to "organize, not agonize" and in the waning years of the century, hundreds of black women's groups were formed in local communities—including the South—to improve the social, economic, and political status of the black population. Colored women's clubs, literary societies, and women's leagues were formed; many were concerned with improving the quality of education for all black children in the South, inspiring women to get higher education and vocational training, and providing appropriate role models for youth.

The first national organization to be created was the National Association of Colored Women, which came into existence in 1896 as the result of a merger of the National Federation of Afro-American Women (with affiliates in 16 states) and the Colored Women's League of Washington, D.C. The organization still exists as the National Association of Colored Women's Clubs. While maintaining and leading their own organizations, black women also were among the founders of the National Association for the Advancement of Colored People (NAACP) in 1909, and the National Urban League in 1910. In the second decade of the twentieth century, they were ardent, if not always welcome, supporters of the thrust for women's suffrage and the peace initiatives undertaken after World War I by women like Jane Addams. Mary Church Terrell, a black activist and the first woman to hold an elective position on Washington's Board of Education, became internationally known for her advocacy of civil rights, women's suffrage, and peace. Ida Wells-Barnett was tireless in her efforts to alert the nation to the tragedy of lynchings and other forms of violence against blacks, but she was also strongly committed to women's suffrage and organized a number of black women's groups to push for the vote for women. (She refused to honor a request by a white suffragist that her group not march in a suffrage parade so as not to offend Southern white suffragists.) While women like Terrell and Wells-Barnett were active on the wider stage of American life, they also worked diligently in black women's organizations—strengthening the Colored Women's Club movement; pressuring the National YWCA to be more responsive to the needs and aspirations of black girls (organizing 17 black chapters of the YWCA and demanding a greater voice in program and administration); initiating the first Greek-letter societies for black women at Howard University (Alpha Kappa Alpha in 1908 and Delta Sigma Theta in 1913); and spearheading a women's interracial conference in Memphis, Tennessee in 1920. They helped to organize schools and training programs for young women, planned and conducted conferences, wrote extensively on the importance of equality for women—and functioned as wives and mothers. Both Terrell and Wells-Barnett had husbands who supported their activities.

Other organizations created by black women paralleled mainstream women's organizations which excluded black women from participation. When the American Association of University Women (and its predecessor group, the Association of Collegiate Alumnae) refused to accept black women as members, Terrell and other black women founded the National Association of College Women in 1924, so that young black women could be motivated to seek higher education and could obtain scholarships to assist in their academic pursuits. The National Association of Negro Business and Professional Women's Clubs was created in 1935 to support professional and entrepreneurial activities of black women who were not welcome in BPW. In that same year, the National Council of Negro Women was proposed by Mary McLeod Bethune as a coordinating group for the myriad organizations in which black women were involved. Her proposal was accepted and she became the group's first president. (She undertook this responsibility while she was a special advisor on minority youth programs to President Franklin Roosevelt and an active member of the unofficial "Black Cabinet" where she and her black male colleagues planned

and executed a strategy for achieving full integration in government programs.)

When the civil rights struggle came to national prominence in the 1950s, black women's organizations were firmly in place throughout the nation. Sigma Gamma Rho (1922) and Zeta Phi Beta (1920) joined AKA and Delta as Greek-letter societies on college campuses; Gamma Phi Delta (1943) added support to business and professional women; and The Links, Inc. (1946) created a national and international network of women providing services to black families. Throughout the decade of marches, demonstrations, legal challenges, and coalitions, the organizations of black women were active participants. While black women headed none of the traditional civil rights groups, they were prominent in the struggle—among them Rosa Parks, Daisy Bates, Ada Sipuel, Charlayne Hunter, and Fannie Lou Hamer.

The second wave of feminism which burst onto the scene in 1967, brought the emergence of new black women's organizations. Uncomfortable in the predominantly white feminist organizations, some black women organized their own groups to deal with their versions of feminism including the National Black Feminist Organization, Black Women Organized for Action, and the National Hook-Up of Black Women. When the United Nations designated 1975 as International Women's Year, the traditional black women's organizations found new arenas in which to highlight their concerns and be heard across the world. In the International Women's Decade, those organizations played significant roles on the international scene, raising money and providing technical assistance for projects in Africa and the Caribbean.

Among women of color, black women have the most extensive and oldest network of organizations.

HISPANIC WOMEN – An Emerging Force

...I see the younger generation of women—and they're fantastic! This myth that we don't have any role models is a lot of garbage. We all remember 'la abuelita, la mamá, la tía.' There was always a woman who held things together under the most distressing circumstances.

Graciela Olivarez, Director of the Community Services Administration during the presidency of Jimmy Carter (from a 1979 interview with *Nuestro*)

All Hispanic women share some aspects of a common heritage, but each group has experiences which shape their lives differently. The largest Hispanic population is of Mexican ancestry, followed by Puerto Ricans and Cubans. In recent years, there has been an influx of Central Americans, seeking sanctuary from oppressive regimes in their native lands.

THE MEXICAN-AMERICAN EXPERIENCE

The border between the United States and Mexico was finally established under the Treaty of Guadalupe Hidalgo (1848), which ended the Mexican War. The terms of the treaty required Mexico to relinquish all claims to Texas and to cede New Mexico and California to the United States. The settlement gave American citizenship to the residents of the affected territories (including the present states of Arizona, Nevada, California, and Utah, parts of New Mexico, Colorado, and Wyoming, and all of Texas). By these actions, the United States became a de facto bilingual nation and accepted the Spanish influence on the laws and customs of the West, e.g. the concept of community property. Persons in the American Southwest have a history going back to the sixteenth century and can hardly be considered newcomers.

The organizations of the Mexican-American community reflect the struggle between the desire to be accepted as Americans and the determination to have their culture validated. Early organizations of Mexican Americans in the Southwest were often mutual benefit associations or social groups, frequently closely identified with family origins in specific states of Mexico. Discrimination against the Mexican-American populations by Anglos led to the formation of other organizations which emphasized the achievement of economic, political, and social rights for all Hispanics. The League of United Latin American Citizens (LULAC), organized in 1929, stressed pride in the Mexican culture, but also strongly encouraged programs that would increase English proficiency in the barrios. After incidents in which Mexican-American veterans of the Second World War were victimized by racial and ethnic prejudice, the American G.I. Forum was organized in 1948 to support Hispanic-American veterans and their families. Like LULAC, the group stresses the importance of education, but it also advocates for veterans' programs, civil rights, and Hispanic issues. Both organizations, which still exist and exert significant influence in the Southwest, are male-dominated organizations; LULAC has a Women's Division, and the G.I. Forum has a separate Women's Auxiliary.

After the Second World War, another organization gained prominence in the areas where large numbers of Mexican Americans were concentrated—the

Community Service Organization (CSO), founded and directed by Saul Alinsky-style activist, Fred Ross, in 1947. The CSO concentrated on social reform and used voter registration drives, English and citizenship classes, and consumer education programs to mobilize Mexican Americans into a potent political force. A number of women were active with the CSO, but the paid jobs were held by men. Dolores Huerta has been one of the few Hispanic women leaders in the labor movement, working as a chief lieutenant to farm labor leader Cesar Chavez for many years.

Women have not held top positions in the traditional organizations of the Mexican-American community, but in recent years they have broken through the barriers to be elected president of the Mexican American Political Association (MAPA), founded in 1960, and executive director of the Mexican American Legal Defense and Education Fund (MALDEF) created in 1968. The National Council of La Raza has had male leadership since its inception.

Comisión Femenil Mexicana Nacional, organized at a Chicano Issues Conference in Sacramento, California in 1970, was the first avowedly feminist organization to target Hispanic women.

THE PUERTO RICAN EXPERIENCE

The United States acquired Puerto Rico under the terms of the Treaty of Paris, settling the 1898 Spanish-American War. In 1917 Puerto Ricans were given full American citizenship under the Jones Act and were able to travel freely between the island and the mainland. Poverty and discrimination face many Puerto Ricans who settle on the mainland. In 1955, the National Puerto Rican Forum began to focus on the specific concerns of New York City's large Puerto Rican population; in 1961, the Forum created Aspira to promote opportunities for higher education for their community. Women (e.g. Antonia Pantoja) were active in the formation of both groups, but leadership has been in the hands of men. However, the Puerto Rican Legal Defense and Education Fund, created in 1972, had a woman at the helm. The first national organization founded for the specific purpose of meeting the needs of Puerto Rican women was the National Conference of Puerto Rican Women which came into existence in 1972 in Washington, D.C. and still serves as the principal voice for Puertorriqueñas.

THE CUBAN EXPERIENCE

As a result of the Spanish-American War of 1898, Cuba became independent from Spanish control. When dictator Fulgencio Batista was ousted by Castro's forces in 1959, supporters of Batista fled to the United States rather than live under Castro's regime. Thousands of Cuban exiles, supported by favorable Eisenhower administration policies and American money, settled in the Miami, Florida area and have made a substantial economic impact on the city and its environs. The refugees from Castro's Cuba were well-educated and affluent and made a quick adjustment to life in the United States. In recent years, Castro has permitted other Cubans to emigrate to Miami, and the newer émigrés have not been as easily assimilated. Problems of poverty, crime, drug addiction, and political resistance have surfaced, causing major conflicts within the Cuban community and with non-Cubans. The National Association of Cuban American Women, which is a service organization, is based in Washington and operates its most extensive programs in Fort Wayne, Indiana.

OTHER HISPANIC GROUPS

It is too early to determine whether organizations will emerge in the United States to speak specifically to issues affecting the growing population of Central Americans entering the country as a result of the political upheavals in Latin America. Small numbers of Central and South American immigrants have settled in the United States over the years, but they have not created support groups of any major size.

NATIVE AMERICAN WOMEN – Reviving Indian Family Values

...Our women are the center of the families; they are the givers of life; they are the ones who control the children when they are little ... to help them be beautiful people, strong.

Nancy Shippentower of the Northwest Indian Women's Circle, October 1985

The many Indian nations and tribes of North America have been under cultural assault for hundreds of years. During the periods of exploration and colonization, the contacts between the Europeans and the native Indian populations varied from the friendly to the hostile. Stereotypes about the Indians of the New World abounded and were transported back to Europe in verbal and written accounts about the lives and customs of the natives. It is clear that many tribal groups were friendly enough to the European explorers and settlers to make it possible for them to survive in a strange land. It is also clear that aggressive colonization by the Europeans trampled on Indian rights, commandeered ancestral lands, and showed little respect for the culture and belief systems of the natives.

Most of the great Indian nations were decimated under these policies—by confrontations with the military and by the settlers, miners, and railroad builders who cut a wide swath through Indian territory, wiping out the buffalo herds which were vital to Indian survival, occupying Indian land, and spreading smallpox, cholera and venereal diseases throughout the tribes they contacted. Resistance by the Indians was overcome by the superior weaponry of the military, and thousands of Indians died in massacres by American troops.

In 1924, Congress extended citizenship to Indian tribes, but that action did not assure the end of discriminatory treatment; some states enacted laws restricting the consumption of alcohol by Indians; others withheld full voting rights from Native Americans until the mid-1950s. Poor education and lack of economic opportunity—on and off reservations—have had a devastating effect on Indian families. A common goal of Native Americans is the right to control their own destinies; they chafe under the patriarchal and, some say, patronizing policies of the federal government. Under pressure from Indian leaders, often after challenges in the courts, land rights are being reclaimed and old treaty provisions are being enforced. Many tribes have fought so-called "self-determination" policies which, in the guise of making the Indians independent, appear to abandon them without necessary resources or mire them in the bureaucracy of federal regulations.

Tribal organizations have traditionally been dominated by men, but, in recent years, women are assuming more leadership roles in tribal governments—e.g., Wilma Mankiller's position as chief of the Cherokee Nation. While there is strong emphasis within the Indian communities on group, rather than individual, progress, many programs are being directed at the special needs of women and children. The Seventh Generation Fund, which provides grants to programs for native peoples, has established a special Native Women, Families and Youth Office to encourage Indian women to take the initiative in restoring their roles as preservers of traditional Indian family values and customs.

RESPONDING NATIONAL ORGANIZATIONS

ASIAN-PACIFIC AMERICAN ORGANIZATIONS

Organization of Pan Asian American Women, Inc.

AFRICAN-AMERICAN ORGANIZATIONS

Alpha Kappa Alpha Sorority, Inc.
Black Women's Agenda, Inc.
Delta Sigma Theta Sorority, Inc.
Gamma Phi Delta Sorority, Inc.
International Council of African Women
The Links, Inc.
National Association of Colored Women's Clubs
National Association of Negro Business and Professional Women's Clubs
National Black Sisters' Conference
National Black Women's Health Project
National Coalition of 100 Black Women
National Council of Negro Women, Inc.
National Political Congress of Black Women
Sigma Gamma Rho Sorority, Inc.
Zeta Phi Beta Sorority, Inc.

HISPANIC-AMERICAN ORGANIZATIONS

Comisión Femenil Mexicana Nacional, Inc.
Mexican American Women's National Association
National Latinas Caucus, Inc.
National Conference of Puerto Rican Women, Inc.

NATIVE AMERICAN INDIAN ORGANIZATIONS

Indigenous Women's Network

MULTIETHNIC, MULTICULTURAL ORGANIZATIONS

National Institute for Women of Color
Refugee Women in Development

ORGANIZATION OF PAN ASIAN AMERICAN WOMEN

Pan Asia is concerned with bringing Asian/Pacific Islander women together for mutual support and encouragement and challenging the stereotypes associated with these communities. It operates with volunteers to accomplish its mission. Over the twelve years of its existence, it has built a base of support in the Washington, D.C. area among Asian women's organizations. Much of its work has been in the public policy area. A unique aspect of Pan Asia's programs is the continuing effort to coalesce with other women of color groups and to share cultural experiences. It has organized women of color strategy conferences to develop joint approaches to public policy issues and has testified before Congress and other governmental agencies on behalf of women of color. Pan Asia has been very involved in pay equity and educational equity issues. It publishes a bi-monthly newsletter, *Pan Asia News*, at a subscription rate of $12 per year. Regular membership dues are $20 annually.

Pan Asia also works on enhancing the visibility of the Asian community and was a prime mover in establishing the Asian American Film Festival in the Capital. It was also involved, some years ago, in a unique project, "JUST US—Young Pan Asian Females and the Juvenile Justice System," sponsored by the National YWCA and the Law Enforcement Assistance Administration.

For Pan Asia, priorities for the next decade are to create a permanent office, with full time-staff, and to strengthen networking among Asian and women of color groups.

ALPHA KAPPA ALPHA SORORITY, INC.

Alpha Kappa Alpha Sorority was the first Greek-letter society organized by and for black women. Founded at Howard University in Washington, D.C. in 1908, the organization now has 100,000 members in 750 chapters in 47 states, West Africa, the Bahamas, West Germany, and the Virgin Islands. Membership is now open to women of other racial and ethnic groups.

AKA has stressed, from its inception, service to humanity, the cultivation and encouragement of high scholastic and ethical standards, friendship among college women, addressing the problems of girls and women, and maintaining a progressive interest in college life. As the demands of society changed, AKA has expanded its areas of concern: it now has a strong international focus, expressed through its African Village Project and its support of efforts to end apartheid in South Africa.

Like the other predominantly black sororities, AKA has always been an activist organization and innovative in its programming to achieve social change. It initiated the Mississippi Health Project in 1935—a mobile health clinic which worked to eliminate diphtheria and smallpox and improve nutritional and dental practices in rural Mississippi. In 1938, it introduced the Non-Partisan League, an AKA-sponsored civil rights lobby to bring about decent living conditions, permanent jobs, and self-determination in black communities. It launched the first sickle cell anemia research project in the 1950s, contracted with the federal government to operate a Job Corps Center in Cleveland, Ohio in 1965, and helped underwrite the Martin Luther King Center for Social Change. It has contributed millions of dollars to the United Negro College Fund, the NAACP, and individual scholarships and grants to hundreds of young people. It has also mobilized its membership to lobby for civil rights legislation and the national Martin Luther King, Jr. holiday.

AKA has been active in the International Women's Decade and had representation at the Mexico City, Houston, Copenhagen, and Nairobi conferences; its focus through 1990 is: Service with a Global Perspective. In 1987, AKA joined with the three other predominantly black sororities to sponsor a Black Women's Political Action Forum in Atlanta to develop an issues-oriented political action plan addressing issues critical to the survival of black women and their families in the years ahead. The success of the forum led to four similar meetings, sponsored through a grant from the Field Foundation, in Detroit, Richmond, Columbia, and Jackson.

The sorority owns its $2.5 million international headquarters in Chicago and has a full-time, paid staff of thirty-three people. It networks with other black Greek-letter organizations through the National Pan-Hellenic Council, with Africare through its African Village Program, with the United Negro College Fund, and with the LDF. It is an affiliate of the National Council of Negro Women through which it interacts with many black women's organizations.

The most important issues facing women of color in the next decade, AKA believes, are: economic development, education, political awareness, and health.

BLACK WOMEN'S AGENDA, INC.

Founded in 1977, the Black Women's Agenda is a private, non-profit, volunteer organization based in Washington, D.C. It emerged from the Black Women's Plan of Action drafted by ten black women and adopted as part of the Action Plan of the Houston Conference on Women. Its mission is to educate and advocate programs in the interest of black women's equity. It conducts workshops, publishes occasional papers, newsletters, and reports which assess the status and role of black women.

Board members are invited to serve the organization in a voluntary capacity. In 1987, the Agenda convened a meeting of its board, sponsors, and patrons, and invited guests to assess the progress of

black women in the ten years since Houston. The result of that roundtable meeting was an updated plan to carry forward into the year 2000. The group has endorsed the recommendations on socially progressive services, statutory and constitutional law, and housing developed in the Nairobi Conference's "Forward Looking Strategies to the Year 2000." In addition, it has added its own recommendations for sweeping changes in the education system, at all levels, and extensive involvement of the black community in support of school programs directed at raising the academic proficiency of black students; increasing the emphasis on affirmative action in hiring and promotion of school faculty and administrators; and eliminating racist and sexist teaching, language, and values from school curricula. Employment recommendations include strengthening of enforcement of EEO and affirmative action programs; support for flexible hours, part-time jobs, job-sharing, comprehensive child care, and subsidized transportation; encouragement of economic development and entrepreneurship for black women; a study of the problem of structural unemployment, and revision in the tax laws. The 1987 program also calls for reform in registration procedures for and access to voting, and support for black women's campaigns for elective office. Extension of health insurance, quality of health care, access to legal services, mutual help programs within the black community, and availability of adequate, affordable housing are all priority items on the Black Women's Agenda.

DELTA SIGMA THETA SORORITY, INC.

Delta Sigma Theta, founded at Howard University in 1913, has a membership of 125,000, distributed in 725 chapters in 42 states; it also has chapters in West Germany, the Virgin Islands, Nassau, and West Africa. The organization's programs are centered on a five-point thrust: 1) educational development; 2) economic development; 3) physical and mental health; 4) political awareness and involvement; and 5) international awareness and involvement. Its members provide the resource base for implementation of the programs; they represent a variety of occupational groups, with 54 percent employed in the field of education and 40 percent with advanced degrees in a variety of fields; 10 percent have earned doctorates, law, and medical degrees. The national office provides seed money for chapters which have innovative ideas for meeting Delta's goals; the national office also initiates pilot programs at the national level and disseminates information to its network so that successful programs can be replicated at local levels.

In an effort to provide help for the estimated 2 million black single mothers in the United States, Delta began a series of programs in 42 cities in 1984 to encourage coalitions with public and private agencies, religious groups, and community-based organizations. Since then, nearly 150 Delta chapters have undertaken similar programs in their communities. In 1987, Delta convened an international women's conference, "Woman to Woman: Single Parenting from a Global Perspective," in Nassau, Bahamas. Other Delta chapters have worked to streamline the delivery of needed social services by creating Life Development Centers in about a dozen American cities; the Centers concentrate services in areas where the need is most evident, providing a central and accessible location for the agencies and clients to be served. The centers offer counseling services for families, advice on preventing teenage pregnancies, health screening and health education, career counseling and job refer-

ral, and information services. Chapters have undertaken programs like Headstart, parent involvement in pre-school and early childhood education, conferences/workshops on human sexuality with parents and children in attendance, tutorial programs, counseling services and support for abused children, programs to place hard-to-adopt children, and health screening programs as a preventive measure.

Most of the Delta chapters are involved in "Just Say No" to drugs programs directed at children in the seven to fifteen age groups, and many have been active in health fairs. The sorority is working closely with the National Cancer Institute on a major cancer prevention awareness project; they have also concentrated efforts on hypertension—a particular problem in black communities.

Delta supports on-going programs on employment and training, is active in Assault on Illiteracy, provides mentors for young people seeking career counseling, and supports economic development and entrepreneurship among blacks through a variety of programs. Delta sorors continue their long-time encouragement of academic excellence through a comprehensive program of scholarship and grant awards; the endowment of "Distinguished Professor" chairs at historically black colleges; tutoring and mentoring programs for youth; and post-secondary career counseling for young adults.

Delta has an active concern for social issues and, through its Social Action Commission, maintains a constant flow of information on legislation and public policy issues to its membership. A special program is directed at enhancing the public's awareness of the contributions of blacks to arts and letters. Through its Arts and Letters Commission, it has sponsored a full-length, major motion picture, *Countdown at Kusini*, filmed on location in Africa in 1975. Delta chapters organize conferences, special performances, and gallery exhibits to highlight the works of blacks.

Delta networks with numerous organizations within the black community, the civil rights coalitions, women's organizations, international groups, and civic organizations. It has donated millions of dollars to worthy causes and was the only black organization to make a substantial donation to the Statue of Liberty/Ellis Island restoration.

Delta was one of the four sororities which co-sponsored the Black Women's Political Action Forums in 1987.

The sorority owns its headquarters building in Washington, D.C. and several chapters also own property. The national headquarters has a paid, full-time professional staff of twenty-eight people.

GAMMA PHI DELTA SORORITY

Gamma Phi Delta is a non-campus based service organization which supports the activities of business and professional women (primarily black). It was organized in 1943 and has 82 chapters throughout the United States.

The purpose of the sorority is to enhance the social and economic welfare of the community by promoting high educational standards, encouraging business and job development, and strengthening support services to the family.

Because of its support of family cohesion, the group has created youth groups (the Phi Teens and the Rosebuds) and a male support group (the Cavaliers).

Major issues on which the organization currently focuses are: economic development, teenage pregnancy, education, families, health, and leadership development.

The critical issues for the next decade are: employment and training for the future job market; economic development—business growth, financial investment, credit unions, etc.; child health and welfare, child care, child development programs; and affordable housing.

The sorority has no paid staff; it operates entirely with volunteers.

INTERNATIONAL COUNCIL OF AFRICAN WOMEN

Organized in 1982, the International Council of African Women promotes worldwide networking and development of African women. The group focuses on bringing information to disadvantaged United States women about international women's conferences, developments, and events, since the majority of these women are not able to attend such gatherings. ICAW also works on domestic issues like violence against women, reproductive rights, and self-help programs.

For ICAW, the issues for the next decade are: developing leadership of women of color in the feminist movement; consolidating women of color voting strength to affect local and national elections; impacting foreign policy towards southern Africa and Central America; and overcoming classism and racism among women of color.

ICAW operates its programs with the assistance of seven part-time volunteers. It has chapters in formation in Atlanta, New York City, and Chicago and publishes a newsletter, *African Women Rising*.

THE LINKS, INCORPORATED

Organized in 1946, the Links, Inc. is a national organization of women, with over 200 chapters in 39 states and the District of Columbia; it has about 6,000 members. Committed to educational, cultural, and civic activities, the Links is involved in numerous programs which provide enrichment experiences for those who are educationally disadvantaged and culturally deprived.

Nationally, the Links, Inc. has contributed nearly $2 million, through its Grants-in-Aid Program, to a variety of organizations serving the needs of the black community. It has given more than $1 million to the United Negro College Fund; local chapters also donate to groups in their own communities.

Dedicated to community service, the Links, Inc. has focused its attention on a theme: Making History and Providing Hope. Within this theme, the organization targets Services to Youth, the Arts, National Trends and Services, and International Trends and Services.

Youth programs are directed to: teenage pregnancy, juvenile crime and delinquency, alcohol and substance abuse, mental and emotional illness/disorders, breakdown of the family, unemployment, and education.

In the Arts, the group provides scholarships for talented individuals and offers opportunities for neophytes and seasoned professionals to display their skills. Links' members, at local and national levels, exert influence on private and public art institutions to exhibit the works of black artists. In implementing its Youth Eighties Survival (YES) program, the Links, Inc. is using the arts in creative ways to turn youngsters on to education.

In National Trends and Services, local chapters of the Links are coalescing with other organizations to implement programs addressing educational access, poverty, unemployment, spousal abuse, voter registration, crime in the black community, leadership, citizenship and civic concerns, consumer education, housing, nutrition, economics, the survival of black colleges, health and health education, the black family, and issues which specifically impact on women.

In International Trends and Services, the Links, Inc. has been very involved in the International Women's Decade, attending and participating in the Mexico City, Copenhagen, and Nairobi conferences. In addition, the organization has been helping to finance the African Water Wells Project through the United Nations program for improving sanitation and the drinking water supply throughout the world and has engaged in programs to support foreign students at American colleges—particularly those from Africa and the Caribbean.

Other international activities have included Haitian Refugee Relief assistance, and an African initiative, in response to a request from Africare,

which will help restore clinics, schools, bridges, and other rural facilities damaged or destroyed by South African supported aggression. It is also designed to increase agricultural production and strengthen local food supplies by the provision of seeds, tools, spare parts, and other farming requisites. Another facet of the initiative will create jobs through small-scale enterprise development, skills training, and other labor-intensive public works designed to absorb unemployed migrant workers and others affected by economic disruption.

Through a federally-funded project in 1985, the Links conducted, in eight cities, two-day workshops designed to assist middle-income minority women in developing skills and techniques needed to re-enter the workplace or to change and upgrade their employment. Another federal grant will enable the organization to conduct a three-year demonstration/research project, Project Lead: High Expectations!—community-based educational outreach programs to prevent alcohol and other drug abuse, premature sexual activity, unintended births, and sexually transmitted diseases among black youth. The programs will take place in Oakland, California; Austin, Texas; Atlanta, Georgia; Vicksburg, Mississippi; Des Moines, Iowa; Huntington, West Virginia; Petersburg, Virginia; and the Washington, D.C./Baltimore, Maryland area.

The Links, Inc. owns its headquarters building in Washington, D.C. and has a full-time, paid staff of five people.

The critical issues for women of color in the next decade are: equal opportunity in the workplace; equal opportunity for minority youths in education; community outreach and service; preservation of strong family units/single parenting; and world peace.

NATIONAL ASSOCIATION OF COLORED WOMEN'S CLUBS

The oldest national organization of black women, the National Association of Colored Women's Clubs was created in 1896 when the National Federation of Afro-American women (with affiliates in 16 states) and the Colored Women's League of Washington, D.C. merged. NACWC now has 1500 affiliates in 38 states in 5 regions.

Its purposes are: to raise the standards of the family; to promote interracial understanding; to advance the moral, economic, and religious status of the home; to promote the welfare of women and children; and to improve the educational opportunities for women and children.

In pursuit of its goals, NACWC focuses on employment and training, economic development, teenage pregnancy, education, and health issues.

Primary issues to be addressed in the next decade for women of color are: upgraded and stable employment; improved education which enables them to take advantage of high-skill jobs and provide support for themselves and their families; strengthening the family—nuclear and extended—in ways the government is not now doing.

NACWC owns its Washington, D.C. headquarters and has three full-time, paid staff members and a number of part-time volunteers.

NATIONAL ASSOCIATION OF NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.

Founded at the height of the Depression in 1935, the Association was the first national black women's organization to address itself to business ownership—and to entrepreneurial activity. The founders were owners, managers, college graduates, and other professionally licensed women.

NANBPWC now has over 350 local clubs throughout the United States, Bermuda, and Africa. The women

who have joined are dedicated to: improving the quality of life in their communities, creating an atmosphere in which black women are able to bring about meaningful changes in their public and private lives, offering positive models to the young women in their communities, sharing their skills and knowledge with others, and exploring alternate ways for women to meet the multiple challenges of today's world.

The national organization has observer status at the United Nations; interacts with other national and international groups such as the Coalition of Women in International Development, the National Council for Women of the United States, the Experiment in International Living, the National Caucus on Black Aging, the United Negro College Fund, the National Association for Sickle Cell Disease, the March of Dimes Birth Defects Foundation, and the National Council of Negro Women; participates in national and international education assistance programs including national scholarship programs and projects in Third World nations; sponsors national programs and conferences on leadership training, health and education; and holds annual conventions during which the local club members join with district and national leaders to recognize the year's achievements, gather information, establish vital networks of communication, define directions for the coming year, and renew their commitment to the goals of NANBPW.

Local clubs determine their own priorities for each year in the context of their communities' needs. They address a wide range of local concerns on employment and economic development, aging, professional development and training, personal growth and development, working mothers, divorce and child custody, sex and race discrimination, housing, women in government, myths about black women, cultural enrichment, community services, and politics. The clubs give scholarships and make awards to outstanding women in their communities. They also recognize the special support of men who are husbands, relatives and friends of members.

Traditionally, the organization has drawn its membership from women who are already out of school: college graduates, administrators, owners and co-owners of businesses, managers, executives, and licensed or certified professionals in a variety of fields. In 1981, the organization created their first college-level clubs by establishing Beta Psi chapters at Rutgers University, Tennessee State University, Syracuse University, and Westchester College. The college clubs are expanding; they are open to women enrolled in an accredited college, university, or technical school studying for a business or professional career.

In looking ahead to the next decade, NANBPW sees youth and family development, issues related to aging, and AIDS/cancer as the most critical areas of concern. At the national level, the organization has two-full-time, paid staff people.

NATIONAL BLACK SISTERS' CONFERENCE

Organized in 1968, the National Black Sisters' Conference was created to provide support to black Roman Catholic sisters functioning in white communities. It also acts as an educational resource to the black community; encourages and promotes black culture within the Catholic Church; and develops and encourages black women to exercise leadership in the Church.

The group works closely with black priests, seminarians, and laity to enhance the roles played by blacks within the Church community. In addition, the Sisters are urged to be active within the black community and its organizations.

The National Black Sisters' Conference directs most of its efforts to education and leadership development and to alleviating the problems of the poor. It has a staff of two part-time, paid people.

Critical issues for the next decade are perceived to be: employment, child care, independence and the trauma associated with divorce and single parenting, and the problems of the displaced homemaker.

NATIONAL BLACK WOMEN'S HEALTH PROJECT

Organized in 1984, the National Black Women's Health Project is committed to defining, promoting, and maintaining the physical, mental, and emotional well-being of black women. It seeks to enable black women to become aware of the nature of physical and mental health and the relationship between the two, and to enable them to take control and be active participants in health maintenance. With a broadened concept of health and an active program to promote it, black women can live, love, and work in new and more authentic ways.

The Project functions as an advocacy group to achieve these goals and engages in research, policy analysis, and the dissemination of information to the public. It has a staff of eight full-time and two part-time people.

With outreach across the country through affiliate organizations with similar concerns, the Project has had significant impact on the ways in which black women identify and address their health needs. Program activities have targeted poverty, domestic violence, families, teenage pregnancy, and reproductive rights in addition to the more traditional health concerns.

In looking ahead to the next decade, the Project identifies poor health, racism, poverty, wage inequities, and teenage pregnancy as critical issues. Important issues for the future include: organizational/individual/societal isolation from each other and women of color issues; ways to interrupt (through substantive self-help strategies) the cycles of poverty; securing quality child care that is both affordable and culturally sensitive; and securing consistent access to affordable health care for single women.

NATIONAL COALITION OF 100 BLACK WOMEN

Organized in 1981, the National Coalition of 100 Black Women has 46 chapters in 17 states and the District of Columbia. The national organization evolved from a group formed in New York City in 1970 to assess the problems and opportunities facing black women in the wake of the civil rights and women's movements. They initiated programs that sought to identify, augment, and project the leadership potential of black women to deal with the salient issues of the day: the crisis of the black family; career advancement—particularly in the corporate sector; and political and economic empowerment. The success of the New York group led to a decision, in 1981, to launch the Coalition as a national organization. It now has a membership of 6,000 women.

The organization has received corporate and foundation funding to pursue specific programs: e.g., a Women in Partnership role modeling/mentoring program for pregnant teenagers; a Career Exploration Program for high school students that included summer internships with major businesses and corporations, and a career education course at Hunter College in New York; a model mentoring program, developed in conjunction with Spelman College in Atlanta, Georgia and City College in New York and later replicated by NCBW chapters in New Jersey, Texas, California, and Indiana; and the Candace Awards Program, which, on an annual basis, recognizes black women of achievement in a variety of fields of endeavor.

In 1986, NCBW received a two-year grant from the Ford Foundation for institutional development—with an emphasis on strengthening the chapter/national relationship. Objectives were to enhance the ability of the national organization to provide technical assistance to chapters on fundraising, membership building, and high quality programming; standardize project models for replication in communities where chapters exist; expand involvement of traditional

institutions, including feminist and civil rights organizations and private sector associations; and develop an effective communications program for internal and external consumption.

NCBW is an advocacy organization that seeks to empower black women to meet their diverse needs through programs which provide an effective network among black women and establish links between the organization and the corporate and political arenas; exploit and sustain new career opportunities; utilize the tools of role modeling and mentoring to provide meaningful guidance to young women, including teenage mothers, high school and college students bound for professions, and recent graduates striving for career advancement; and recognize the historic and current achievements of black women.

The organization places its primary emphasis on leadership, but focuses its attention on a wide range of issues—affirmative action, employment and training, access to nontraditional jobs, pay equity, poverty, economic development, welfare reform, teenage pregnancy, and education.

Critical issues for the next decade are identified as: leadership development—public and private; pay equity; welfare reform; economic development through career advancement; and economic development through business development.

The national organization has a staff of two full-time, paid people. They are supplemented by volunteers and paid staff for special, funded projects.

NATIONAL COUNCIL OF NEGRO WOMEN, INC.

Founded in 1935, the National Council of Negro Women, Inc. is an umbrella organization which has 32 affiliates and 235 sections in 42 states. NCNW's first president was Mary McLeod Bethune, who suggested the organization as a vehicle for uniting the many black women's groups into a potent force for social change. The mission of NCNW is to harness the power of black women in the United States as part of an international sisterhood to ensure access to, and full participation in, the socio-economic systems which impact on the quality of life of all people. It works to strengthen the economic and social positions of black women and their families; to advance the enforcement of civil rights; to promote youth development; and to increase the capacity of black women's organizations to improve the lives of women and their families in developing countries.

NCNW has international offices in Harare, Zimbabwe and Dakar, Senegal; its regional offices are in Atlanta; New York; Ruleville, Mississippi; and New Orleans. The organization has a paid, full-time staff of thirty-six, and three full-time volunteers. The organization estimates that, through its affiliates, it reaches 4.4 million black women.

In its fifty-two years of existence, NCNW has had four presidents: Mary McLeod Bethune, Dorothy Boulding Ferebee, Vivian Carter Mason, and Dorothy Height, its current president, now in her twenty-first year of service. Under the leadership of these women, NCNW has impacted the lives of millions of blacks in rural and urban America, and in the Caribbean and Africa. It has an international division which publishes a newsletter, *ID Update*, through which it informs affiliates of the work done at the international level. NCNW also trains Development Education Advocates (DEAs); their aim is to produce a cadre of minority Americans knowledgeable about issues in the Third World and able to support efforts by developing countries to encourage self-reliance and address problems such as apartheid, food and agricultural productivity, health care, and family survival.

Over the years, NCNW has been innovative in its effort to reach rural black women and to help them improve their lives through economic development (e.g., the creation of pig farms in the rural South) and the creation of new, affordable housing. With NCNW assistance, hundreds of low-cost units were built using government subsidies. In 1975, NCNW organized and implemented, with funding from the Department of

Housing and Urban Development, a major study of housing discrimination against women and children. With the cooperation of dozens of national organizations representing women of all racial and ethnic backgrounds, NCNW held hearings in Atlanta, St. Louis, San Antonio San Francisco, and New York City to document the patterns of discrimination in the housing market. The project stimulated legislative action in a number of areas to correct the practices uncovered and informed millions of women about their rights under the law.

NCNW gives priority to the economic and social position of black women and their families and is currently engaged in encouraging black family "reunions" throughout the United States. The first such national reunion took place in 1986 in Washington, D.C. Initiated by NCNW and its affiliates, the reunion was produced with the cooperation of the National Park Service, the Smithsonian Institution, and the District of Columbia government. The reunions are designed to reaffirm the importance of family in the survival of the black community. The national reunion in 1986, which drew 200,000 participants, replicated the annual reunions held by thousands of black families; it also offered opportunities for intergenerational contact, information-sharing on job skills and health issues, exposure to black artists and performers, and transmission of a historical tradition.

For the decade ahead, NCNW identifies the following as the most critical issues for women of color to address: drug abuse, single parenting, lack of education and day-care facilities, and job training. The organization has instituted programs in each of these areas: Black Parents Drug Prevention Program; Parent Education Teleworkshops; the Fannie Lou Hamer Day Care Center in Ruleville, Mississippi; "Education 2000," a series of awareness seminars providing information on the educational needs of the twenty-first century job market; and numerous on-the-job training programs, offering skills training to young adults between seventeen and twenty-one years of age.

NATIONAL POLITICAL CONGRESS OF BLACK WOMEN

Incorporated in 1987, the National Political Congress of Black Women is an independent, non-partisan organization, whose main purpose is to encourage, develop, and educate black women to participate in the political process at all levels.

The Congress plans to: encourage black women to engage in political activity, beginning with registering to vote; train black women to understand the political process and how to operate effectively within it; endorse and support candidates for public office; encourage the appointment of black women at all levels of government; develop and advocate public policy positions; and prepare females under eighteen years of age to enter the political process.

The organization believes strongly that continuing social and economic inequality demands direct involvement in the political process by black women and men; the special focus is on activating the millions of black women who remain outside of both participation and leadership in American politics.

Among the founding members and officers of the organization are Shirley Chisholm, former member of Congress and an 1972 candidate for president of the United States, and C. Delores Tucker, former secretary of state of Pennsylvania and a member of the Democratic National Committee.

The organization has one full-time, paid staff member and five part-time volunteers. While its primary focus is the development of political leadership, NPCBW also addresses issues such as affirmative action, access to nontraditional jobs, economic development, education, and health—concerns which will continue to be priorities in the next decade.

SIGMA GAMMA RHO SORORITY, INC.

Organized in 1922, Sigma Gamma Rho dedicates itself to community service, through a range of programs designed to support and develop leadership in the black community and encourage educational opportunities and academic excellence for black youth. The members of Sigma Gamma Rho work to promote human rights legislation which will improve the quality of life in this society; they are specifically concerned with health, education, and the economy. Emphasizing the needs of youth and adults (male and female), Sigma Gamma Rho works on programs which enhance employment and training opportunities, provide greater access to nontraditional jobs at higher pay, attempt to ameliorate poverty, encourage economic development in the black community, and increase the supply of decent and affordable housing. The sorority also places emphasis on the strengthening of the family—through programs that address quality education, adequate child care, elimination of domestic violence, reduction in teenage pregnancies, and comprehensive health care. They are engaged in a cooperative effort with many other organizations to eliminate illiteracy in the United States.

Sigma Gamma Rho was one of the cooperating organizations in the Black Women's Political Action Forums for the purpose of developing an agenda of issues critical to the survival of black women and their families. Members work in coalition with numerous organizations in implementing their mutual goals; they include other Greek-letter societies, civil rights organizations; social service and educational institutions; and groups targeting the concerns of the black aged.

The sorority believes that the next decade's crucial issues are: health care and services, job discrimination and career advancement, child care, bringing women's salaries/wages into parity with those of men, and dealing with the stress women face wearing the many hats of career women, wife, mother, etc.

The sorority has a staff of two full-time and two part-time employees, supported by two part-time volunteers.

ZETA PHI BETA SORORITY, INC.

Organized at Howard University in 1920, Zeta Phi Beta is a community service non-profit group founded on sisterhood, scholarship, service, and working toward improving life for all mankind. It has a network of approximately 500 campus and alumnae chapters throughout the United States.

The sorority was one of the co-sponsors of the Black Women's Political Action Forums. In addition to its traditional emphasis on education, Zeta Phi Beta also focuses on other issues which directly affect the black family. Employment is high on their agenda, and members are currently working on Workforce 2000, planning for a society in which there will be adequate employment and a workforce prepared to fit the jobs available. Priority attention is also being given to the prevention of drug abuse, teenage pregnancy, eradication of illiteracy, and AIDS awareness, all of which will impact on the black community in the next decade. The sorority is also devoted to increasing the registration of black voters.

Deeply interested in the roles of women and girls within the family, the sorority has a special youth program which is aimed at girls eight years of age and older, preparing them to function effectively and comfortably in the multiple roles they will be called upon to play.

In addition to working with other Greek-letter organizations, the sorority is involved in the Leadership Conference on Civil Rights, the March of Dimes, the United Negro College Fund, the NAACP, the National Urban League, the Black Voters' Participation Project, and the National Council of Women of the United States. Zeta also has non-government (NGO) status with the United Nations.

The work of the organization is carried on through a paid staff of five full-time and two part-time workers, supplemented by hundreds of volunteers from among their members.

COMISION FEMENIL MEXICANA NACIONAL

In October 1970, at a National Chicano Issues Conference convened in Sacramento, California, women participants succeeded in getting the Conference to endorse the formation of a special Chicana/Mexican Women's Commission to represent women's concerns in all activities. Thus was born Comisión Femenil Mexicana. The driving forces behind the new group were women from southern California and Los Angeles and they have remained dominant in the organization. Its first president was Francisca Flores. From its inception, Comisión was vocal in its advocacy for Mexican-American women. Its testimony before the California Commission on the Status of Women led to the appointment of the first Chicana to that body.

In its founding resolution, Comisión was authorized to direct its efforts to organizing women to assume leadership positions within the Chicano movement and community life; to disseminate news and information regarding the work and achievements of Mexican/Chicana women; to concern itself with promoting programs which specifically address and project solutions for female-type problems and problems confronting the Mexican family; and to support and explore ways to establish relationships with other women's organizations and movements. In 1972, responding to the need for job opportunities for low-income, unskilled Chicanas, Comisión established the Chicana Service Action Center which is still functioning and continues to train women to get and hold nontraditional jobs. Through its work with the women at the Center, providing counseling, job referrals, and support services, other needs were identified. In 1976, a Women's Pre-Apprenticeship Program, to help prepare women for skilled construction work, was created; in 1978, a Battered Women's Shelter for women and their children was sponsored; later on, two child-care centers and a Family Crisis Center were added to the services provided; nearly 30,000 women have received direct services through the Chicana Service Action Center and its programs.

In 1973, Comisión became a national organization with a new constitution which encouraged the formation of chapters. The next year Comisión created Centro de Niños, offering child-care and child-development services to the working poor and to those mothers who were in school or training. Centro, at two separate locations in Los Angeles, provides quality bilingual, bicultural child care, with parents playing a major role in program development. Centro is now operated as a separate entity, with its own board—independent of Comisión.

In 1985, Comisión opened the doors of Casa Victoria, a residential treatment center for adolescent girls involved with the juvenile justice system. The group home provides bilingual services for the young women and their families. Staffed by three full-time paid professionals and three part-time paid workers, Casa Victoria works with young women between the ages of twelve and eighteen.

Avowedly feminist from the start, Comisión played a major role in challenging forced sterilizations; it filed an *amicus* brief in *Madrigal v. Quillan*, protesting practices at the L.A. County-USC Hospital. As a result of the case, bilingual consent forms were introduced, a mandatory 72-hour waiting period prior to to sterilization was adopted, and stricter enforcement of federal regulations was mandated. Comisión has been part of all the activities of International Women's Year and the International Women's Decade. Comisión's President Sandra Serrano Sewell helped draft and presented the Hispanic Women's Plank at the Houston Conference in 1977. In 1980, Comisión's members voted overwhelmingly to support a woman's right to "choice" in reproductive matters, and in 1981, the organization initiated a program to encourage women to run for political office. The strategies were successful; Gloria Molina, a former national president of Comisión, became the first Hispanic woman to serve in the California legislature. In 1985, Comisión and the Mexican American Women's

National Association (MANA) were co-convenors of the first meeting in history of the presidents of all Latina organizations; the result was the formation of a coalition to develop and implement an agenda for Hispanic women in the United States.

Comisión has had as many as 23 chartered affiliates in its history; it now has 16, 8 of which are in "active" status. The largest chapters are in Los Angeles and Tulare County. All chapters raise their own money through annual fundraising events and dues; they send $5 to National for each dues-paying member.

Comisión Femenil Mexicana Nacional has no paid staff; it contracts for services when needed and depends on its members to volunteer for specific tasks. The organization, like its chapters, places heavy emphasis on the education of Latinas, and money is raised for scholarships at both the national and local levels. The critical issues for women of color in the next decade are perceived to be: education—to decrease the dropout rate and increase the number of Latinas who go on to college; health care; affordable child care for working class mothers; affordable housing; and reproductive freedom.

Comisión's membership is not limited to women of Mexican ancestry; all Latinas are welcome to join, as are men. The organization networks with a wide variety of organizations at the national and local levels—voter registration groups, other Hispanic women's organizations, mainstream women's groups in the United States and abroad, the Women's Economic Agenda Project, and bilingual education groups.

MEXICAN AMERICAN WOMEN'S NATIONAL ASSOCIATION

The Mexican American Women's National Association was founded in 1974 to promote the social, educational, and economic advancement of Mexican-American women. It has members in 33 states and chapters in California, Colorado, Kansas, Missouri, New Mexico, Texas, Virginia, the state of Washington, and Washington, D.C. The organization is headquartered in the District of Columbia.

MANA serves as a voice and resource for Hispanic women, supporting programs and legislative initiatives key to the realization of equality for all women—fair policies on economic equity, health, education, welfare, and civil rights. Because of its location in the national capital, MANA has frequently testified before congressional committees and governmental agencies on issues which impact Hispanic women, e.g., pay equity and domestic violence.

MANA's chapters serve as an invaluable professional network for its members throughout the country. The organization also offers local, state, and regional workshops on leadership development, the legislative process, career, and personal development. Its quarterly newsletter, *MANA*, keeps its members informed about national issues and the organization's activities.

In 1986, the MANA board prioritized its issues and decided to focus major attention on adolescent pregnancy, pay equity, children and poverty, and leadership development. To accomplish its goals, MANA works in coalition with a number of organizations and individuals. In March of 1987, it co-sponsored the second Hispanic leadership meeting on adolescent pregnancy, hosted by the Children's Defense Fund, where participants discussed successful initiatives being undertaken in Hispanic communities to address this critical problem. MANA is a member of the Board of Directors of the National Committee on Pay Equity (Hispanic women earn 53 cents for every dollar earned by white men) and its members have been actively involved in the National Institute for Women

of Color since that organization's founding, and in International Decade of Women conferences.

MANA exercised leadership in advocating for policies which protect low-income/minority women from involuntary sterilizations and, with other women of color organizations, was successful in getting rules established which require informed consent (through bilingual affidavits) before sterilization procedures can be implemented.

MANA serves as a contact for organizations, institutions, businesses, and governmental agencies seeking to fill staff and board positions, and encourages Hispanic women to run for elected office and to compete for appointment to top level positions in government and the private sector. The organization has also worked to improve governmental data collection on the status of the Hispanic communities in the United States. MANA leaders have met with the White House staffs to press for greater attention to issues affecting Hispanics.

Chapters of MANA have emphasized programs which recognize the accomplishments of Hispanic women, e.g., an annual Brindis (toast) in which awards are presented to outstanding women in the community. Other chapters have organized voter registration drives, cultural events, health fairs, and mentoring/role model programs which link MANA members and high school girls.

Through its Raquel Marquez Frankel Scholarship Fund, MANA provides scholarships annually to Hispanic women enrolled in undergraduate and graduate college programs. Local scholarships are also available through MANA chapters.

MANA operates without paid staff; all its programs are implemented with the help of its volunteer board which donates money and time to the implementation of the organization's goals.

Critical issues for women of color in the next decade are: economic development, education, health, and political empowerment.

NATIONAL CONFERENCE OF PUERTO RICAN WOMEN, INC.

The National Conference of Puerto Rican Women, Inc. (NACOPRW) was founded in Washington, D.C. in 1972 as a nonprofit, nonpartisan organization to advance and advocate for the rights of Puerto Rican and other women of Hispanic origin. The goals of the organization are: to advance the status of Puerto Rican women by securing equal rights for them and other Hispanic women; to promote Puerto Rican women's equitable participation in the social, economic, and political spheres; to identify and develop leadership among Puerto Rican women and thus provide role models for youth; to strengthen communication links between women of Hispanic origin in the United States; and to affirm and strengthen Puerto Rican heritage and bring awareness of it to the population at large.

In pursuing its goals NACOPRW identifies the needs of Puerto Rican women and the resources available to fill those needs, both from within and outside the organization; it serves as an advocate in seeking solutions to the problems Puerto Rican women face. The organization also constitutes a network and support system for these women. NACOPRW works in coalition with other Hispanic and women of color organizations to achieve mutual goals. It joins in sponsoring meetings and events with other women's organizations and engages in cooperative efforts to affect legislation, to develop and disseminate information, and to testify at hearings.

NACOPRW publishes a quarterly newsletter, *Ecos Nacionales*, through which it keeps its membership informed on issues affecting Puerto Rican women and highlights the activities of its 15 chapters—located in 9 states, the District of Columbia, and Puerto Rico.

NACOPRW has joined with other women of color organizations to support the activities of the Children's Defense Fund in targeting the issue of

adolescent pregnancy and learning about programs which are effective in reducing the incidence of such pregnancies and in helping young mothers protect the health of their families and improve their educational and occupational skills. The New York City Chapter of NACOPRW is involved in a special project, Ahijados (Protégés), in which a mentor relationship is established to give young people a wider vision of life and opportunities to enhance their self-esteem, thus helping to reduce adolescent pregnancy. NACOPRW's board voted to carry out an Adolescent Pregnancy Media Campaign in the Hartford, Connecticut area—using the approach designed by the Children's Defense Fund—to educate the community about the problem, provide information on available resources, and encourage community-based organizations to cooperate in the program.

Motivating Puerto Rican youngsters to stay in school is a high priority for the organization and funds are allocated for scholarships at both the national and local levels. The Maria Libertad Gomez Garriga National Scholarship, in the amount of $2,500, is awarded annually by NACOPRW.

An advocacy organization, NACOPRW also emphasizes leadership development and addresses a wide variety of issues in order to involve the Puerto Rican community and meet its needs. NACOPRW is engaged in programs that raise political awareness, educate voters on issues, mobilize voter registration campaigns, and urge Puerto Ricans to compete for elective and appointive positions in government. NACOPRW also focuses on programs which highlight and preserve the Puerto Rican culture.

For NACOPRW, the most important issues facing Puerto Rican women and the Puerto Rican community are: the high school drop-out rate for Hispanic children, the high adolescent pregnancy rate, the high incidence of drug use, and AIDS. The organization is also concerned about the Census undercount of Hispanics, the methods used for determining who is "Hispanic," and the subsequent failure of government to recognize the diversity among the various Hispanic communities, leading to inadequate attention to the particular problems faced by each of the Hispanic groups.

NACOPRW and its fifteen chapters operate without paid staff, except for specially funded projects, like the Nosotros el Pueblo program created in the Philadelphia area as a bicentennial event. (The NACOPRW chapter in the city organized and conducted public forums in which the Puerto Rican Constitution was compared with the United States Constitution and the nation's relationship to Puerto Rico was discussed.) The organization depends on its national board members to implement national initiatives, and on its members at the chapter level to conduct local programs.

NATIONAL LATINAS CAUCUS, INC.

The National Latinas Caucus, Inc. was incorporated in New York City in 1985. Despite its name, it is essentially a local organization, but its program approaches have national implications. It is, therefore, included in this report.

The Caucus was organized primarily to deal with issues of concern to Latinas residing in the metropolitan New York area. Responding to the growing economic crises in Hispanic families, especially those headed by women, the founders of the Caucus are seeking to mobilize these women to take control of their lives and improve their social and economic situation.

The Caucus has three general goals: 1) Leadership development of Latinas—enhancing skills, encouraging intern/mentor relationships with more experienced women, getting them on boards of community-based organizations (CBOs) and governmental commissions, and training them to be more assertive; 2) Fostering entrepreneurship—by supporting, with limited venture capital, women who want to start a small business or expand an existing one; and

3) Organizing women—mobilizing those women already involved in political and civic activities to seek elective office and high level leadership positions in their communities.

The trustees of the Caucus are women who have been activists for many years, and who work in a variety of occupational fields—criminal justice, housing, communications, arts, and education. They want to empower the Latina and to make her more visible in the general society. A long-range goal of the Caucus is to establish a Latina Women's Center through which accurate information can be collected and disseminated about Latinas and in which scholarly works by and about Latinas will be housed.

In defining "Hispanic" women, the Caucus includes all Latinas, especially the increasing numbers of women of Hispanic ancestry from the Caribbean, Central, and South America. They are also targeting low-income women. Caucus founders coalesce with other Hispanic organizations in the New York area, but believe their group is needed because it is the only feminist Hispanic group in the city. They have initiated two projects—one to implement a pilot project, Identification and Development of Women Leaders in East Harlem, and the second to create and maintain a community newsletter by and about Hispanic women in East Harlem.

The Caucus has a paid staff of three part-time workers, supported by the project grants; additional help comes from its volunteer board.

The most important issues for the next decade, as identified by the Caucus leadership, are: empowerment, adequate and affordable housing, and education.

INDIGENOUS WOMEN'S NETWORK

Founded in 1984 as a nonprofit organization, the Indigenous Women's Network's purposes are to aid in the education of young Indian women and to empower them to cope with being an Indian woman in mainstream America. The group emphasizes building positive feelings about being Indian and about the cultural traditions that are a part of the heritage of this country.

The Network organizes urban and reservation Indian women and works with them and their families. Through grass roots community events and research into the indigenous cultures, the Network is building a curriculum that can be incorporated into public and alternative schools.

The Network recognizes the duality in which native women live and believes they need support in their struggle to recapture their identities and cultures. The group deals with a gamut of issues—poverty, economic development, health, teenage pregnancy, child care, education, domestic violence, and aging—in its focus on women's role as transmitters of the culture.

Supported by a small foundation grant, the Network operates with a staff of volunteers.

The most important issues for women of color in the next decade are, for Native American women and others, the preservation of their particular cultures and the right to maintain their cultural identities in pluralistic America; addressing family issues—i.e., women heads of household; safe and decent housing; health; and the survival of future generations.

MULTIETHNIC, MULTICULTURAL ORGANIZATIONS

Two organizations responding to the survey have been characterized as being multiethnic or multicultural; one because, as its main focus, it has elected to bring women of color together—across racial lines—pursuing mutual goals and reinforcing each other; the other because its program emphasis attracts women of color whose ethnic origins are diverse.

NATIONAL INSTITUTE FOR WOMEN OF COLOR

Organized in 1981, the National Institute for Women of Color (NIWC) is a nonprofit organization created to enhance the strengths of diversity, and to promote educational and economic equity for women of color (Hispanic, Black, Asian American/Pacific Islander, American Indian, and Alaskan Native). NIWC promotes the interests of these groups by focusing on mutual concerns,and bringing together women who have been traditionally isolated. Because of the psychological impacts of being considered a "minority" and the restrictions rendered by the term, NIWC uses the phrase "women of color" to convey unity and self-esteem, as well as political and global status. It also provides a haven in which women of mixed ethnic or racial ancestry can function comfortably.

Specific activities of NIWC are designed and carried out by the organization's multiracial board of directors, with the help of state coordinators and a national advisory committee. The organization engages in a variety of activities—leadership and skill development; promotion and recognition of women of color leaders; public education on the status and basic needs of women of color, individually and collectively; providing a support network for women of color; and analyzing and advocating for public policy significant to their progress.

Because it is based in the nation's capital, NIWC has testified before congressional committees and federal agencies to identify concerns of women of color and to analyze the impact of proposed government actions on their lives. The organization collects and disseminates—through fact sheets, its newsletter, and public presentations—basic information on the economic, political, and social status of women. It has sponsored nonpartisan political meetings to give public officials and candidates for public office opportunities to have a dialogue with women of color leaders. NIWC holds a biannual National Strategies Conference for Women of Color in which such women have the chance to meet, discuss, and make plans for implementing a common agenda. At the conference, NIWC also recognizes and presents awards to outstanding women of color in a number of fields of endeavor. In 1988, NIWC designated March 1 as Women of Color Day, developed and distributed a kit of information on suggested activities, and encouraged affiliates and supporters to celebrate the day in their communities by highlighting the many contributions of women of color to the history of the United States. (March 1 was selected because it begins the month now designated for national recognition of women's history.) NIWC works in coalition with other feminist groups to focus attention on the needs of women in general, and women of color in particular.

Its Statement of Principles identifies additional areas of emphasis: the encouragement and promotion of open examination of issues which divide women of color—such as immigration policies, lesbianism, classism, and interracial and interethnic prejudice—provided that such examination is conducted in a non-confrontational manner and accords respect to the cultural perspectives of women of color; implementation and promotion of activities which impart feminist behavior and attitudes among women of color; and insistence on equal representation of women of color in policy-making bodies of general women's organizations, public interest groups, or coalitions—meaning not merely token representation by race, but true participation reflective of the full diversity of women of color.

In 1984 and 1985, with foundation funding, NIWC produced four *Brown Papers* on issues affecting women

of color: politics, economics, health, and intercultural value systems. Co-written by ethnically diverse authors, the papers provided unique insights into women of color, and have been "best sellers" for NIWC.

The broadness of the issues agenda for NIWC is a reflection of the constituencies it represents. NIWC addresses a range of concerns of women: job discrimination, employment and training opportunities, pay equity, poverty, reproductive freedom, welfare reform, teenage pregnancy, education, domestic violence, health, strengthening the family, and leadership development. However, it has added to its agenda such issues as the sovereignty of Indian tribes; language/cultural discrimination; and redress for the Japanese/American internees of the Second World War. The Board of Directors of NIWC is committed to providing real opportunities for interracial/intercultural understanding within the organization.

The most important issues for the coming decade for women of color are: barriers to upward mobility/equal access to jobs, the failure of the education system to serve/reach children (especially girls) and women of racial/ethnic minority populations, and the woefully inadequate health care available to women of color and their families.

NIWC publishes a periodic newsletter, *NIWC Network News*, which provides information on current issues, new publications, professional opportunities, and other activities. It has cooperated with the National Committee on Pay Equity to produce a special monograph, *Women of Color and Pay Equity*; it also develops and distributes bibliographies on works by and for women of color.

NIWC does not have a full-time paid staff; it accomplishes all its work with the help of its board of directors. The chair of the board, with the assistance of two other part-time volunteers, conducts the day-to-day operations of the organization. In 1987, a weekend-long working conference (made possible by a foundation grant) was held to work out a five-year plan for the organization's future—identifying staff, equipment, and resources that are necessary to conduct a targeted program of activities.

REFUGEE WOMEN IN DEVELOPMENT

Organized in 1981 and incorporated in 1986, Refugee Women in Development (REFWID) is a national nonprofit organization which helps Third World women, who have resettled in the United States, to attain social and economic independence and security. REFWID encourages the empowerment of refugee women, enabling them to adjust and acculturate to American life, meet the economic needs of their families, feel personally safe and secure, and maintain their culture and their identity.

REFWID focuses its efforts on low-income, working-age refugee women in the United States who have limited skills and come from sizeable Third World refugee communities; it gives special attention to women suffering from the trauma of escape from their native lands.

There are four major program strategies through which REFWID seeks to achieve its goals: 1) leadership development among emerging and potential women leaders in the refugee communities; 2) development of effective tools which can be used by these leaders and community organizations—including effective program models, information on community needs and resources, training curricula, and techniques for community involvement; 3) carrying out education and advocacy—directed at staff of refugee organizations and mainstream organizations providing human services, to make them sensitive to the needs of refugee women; and at policy makers and the public, to encourage recognition of the value and importance of refugee women as new Americans; and 4) conducting research to determine the needs and priorities of each group of refugee women. The program, thus far, has primarily served Hispanic, Asian, and Caucasian women.

The issues which have been targeted are: employment, economic development, health (mental and physical), child care, domestic violence, and leadership development. The main purpose of the programs is to move the women into some level of economic security and independence.

REFWID has three full-time, paid staff and four full-time and three part-time volunteers; the organization is funded by a combination of corporations, governmental agencies, foundations, and individual donors.

Critical issues for refugee women in the next decade are: unemployment and underemployment; homelessness; public education and better policies on the protection of refugee women; and coalition-building among Third World refugee women in the United States, other women of color, and mainstream women's organizations to address mutual concerns.

GENERAL CONCLUSIONS

- With the exception of black women's organizations, most organizations serving women of color are relatively new. Some were formed in the wake of the mainstream feminist groups and the rest were created in the era of the International Women's Decade. The U.N.-sponsored decade generated a number of state and national meetings which were under a mandate to be inclusive, and, therefore, reached out for participation by women of color. Most organizations operate without paid staff or consistent funding. Old-line black women's organizations are the exception. Newer organizations occasionally receive funds from foundations, corporations, or government for discrete projects, but only a few have received multi-year funding.
- Black women have a long organizational history; there are national organizations still in existence which were founded in the late nineteenth and early twentieth centuries. These organizations have extensive national networks and paid staffs to implement their wide-ranging programs and projects. A second wave of black women's organizations grew out of the 1960's women's movement, and the International Women's Decade. These new organizations recruit younger women and tend to focus on career mobility, mentoring, political empowerment, and recognition of "achievers," both young and old.
- Only one organization was created for the purpose of bringing all women of color together — the National Institute for Women of Color. Other organizations address the needs of their specific racial/ethnic group and network with other women's organizations servicing their communities.
- None of the organizations can be described as "single issue" groups. All of the organizations address a wide array of issues which are very similar for each racial and ethnic group. All the groups focus on leadership development, and almost all of them have scholarship and "recognition" programs.
- Certain issues, of national significance, have disproportionate impact on women of color. Teenage pregnancy, drug abuse, AIDS, school drop-outs, and illiteracy are among the issues included on the agendas of women of color organizations.
- Most "national" women of color organizations are more local or regional than they are national. Old-line black women's organizations do have an intricate national/international structure; however, local affiliates must raise their own resources — unless funded national programs are being conducted in several areas simultaneously. Some affiliates are very active in local programming; others are not. For the newer organizations, with affiliates, chapters, or members in several locations, limited financial and staff resources make it impossible to maintain effective contact. In addition, with the exception of blacks who are distributed throughout the United States, other groups have been geographically concentrated for reasons described in the study.
- Activists in women of color organizations tend also to be active in their ethnic organizations and in mainstream feminist groups and coalitions. Because women of color need allies to swell their ranks and impact policies, and because they are committed to progress for their entire community, activists spend large blocks of their time in meetings. Once identified as activists, such women are often recruited into other groups for their "representation" qualities and their skills.
- Women of color organizations are becoming increasingly active in international networking and in issues with international impact. Because of the experiences they have had during the International Women's Decade, and because of their own interest in re-connecting with their cultures, many women of color are seeking and establishing world-wide networks.

ORGANIZATION OF PAN ASIAN AMERICAN WOMEN, INC.
P.O. Box 39218
Washington, D.C. 20016
(202) 659-9370

Contact:
Nguyen Minh Chau, President

Year Organized: 1976
Type of Organization: Nonprofit

Staff:
Part-time volunteers

Scope of Organization: National

Population Targeted:
Asian-Pacific American (APA) women (Japanese, Chinese, Thai, Korean, Burmese, Indian, Sri Lankan, Filipina, Vietnamese, Hawaiian, Samoan, and other Southeast Asian and Pacific Islander women)

Purpose of Organization

To remedy the fact that, in the past, the concerns of Asian-Pacific American women were not adequately voiced or represented at the national level; to ensure the participation of APA women in all aspects of American society.

Pan Asia's goals are to develop the leadership skills and increase the occupational mobility of Asian-Pacific American women; to educate the public by promoting an accurate image of APA females of all ages; to facilitate the appointment and employment of APA women in policy making and management positions; to establish and strengthen a national communications network among APA women to share information and expertise; and to advocate for national public policy and programs to meet APA women's needs.

Issues Currently Being Addressed

Job discrimination; affirmative action; employment/training; pay equity, economic development, education, child care, domestic violence, families, health, leadership development.

Also concerned with sterotypical images of APA women—instituted the annual Asian American Film Festival in Washington, D.C. and recently addressed the issue of "Asian mail-order brides."

Priority: Professional development—leadership development issues and activities, family issues from an Asian woman's perspective, i.e., domestic violence, health, and parental leave.

Issues for the Future

Establishing our own independent organization, with full-time office and staff to provide continuity and ability to implement goals and agenda.

Networking together (among our individual racial/ethnic groups, among each other as women of color) to focus on common areas and developing strength.

Finding mutually constructive ways to work with and interact with mainstream women's groups.

ALPHA KAPPA ALPHA SORORITY, INC.
5656 South Stony Island Avenue
Chicago, Illinois 60637
(312) 684-1282

Contact:
Mary Shy-Scott, National President
Allison Harris, Executive Director

Year Organized: 1908
Type of Organization: Nonprofit, 501(c)(7)

Staff:
33 full-time paid, 2 part-time paid

Scope of Organization:
National, with 750 chapters in 47 states
International chapters in West Africa, Germany, Bahamas, Virgin Islands

Population Targeted:
Primarily black women who are college-age and older. Programs target black women, black men, and children.

Purpose of Organization

Alpha Kappa Alpha Sorority, Inc., America's first Greek-letter organization for black women is a service/action-oriented organization of 100,000 members, with 750 chapters in 47 states, West Africa, the Bahamas, Germany, and the Virgin Islands. The organization is dedicated to improving the quality of life, through service with a global perspective. It is an advocacy organization, providing public information and direct services, through both its paid staff and its wide network of members who volunteer time to its programs.

Issues Currently Being Addressed

Job discrimination; affirmative action; employment/training; access to nontraditional jobs; pay equity; poverty; economic development; teenage pregnancy; education; child care; housing; domestic violence; families; health; leadership development.

The organization also targets higher education, with particular emphasis on the historically black colleges; voter education; and efforts to end apartheid.

Priority: Families, economic development; human rights; health services; education (including anti-illiteracy); and leadership development.

Issues for the Future

Economic development

Political awareness

Education-at all levels; academic emphasis

Health

BLACK WOMEN'S AGENDA, INC.
208 Auburn Avenue, N.E.
Atlanta, Georgia 30303
(404) 524-8279

Contact:
Dr. Dolly D. Adams, National President

Year Organized: Founded: 1977
Type of Organization: 501(c)(3)

Staff:
Most work is done by volunteers

Scope of Organization:
Washington-based
National/international outreach

Population Targeted:
Primarily black women and their families

Purpose of Organization

Educates the public, through workshops and other mechanisms, about the economic, social, and civil liberties issues relevant to the needs and status of black women.

Recommends public policy changes to secure human and civil rights for black women and their families.

Publishes occasional papers, newsletters, and reports which assess the status and role of black women.

Issues Currently Being Addressed

The organization's issues are included in the 1977 and 1987 *Black Women's Plan of Action*, first presented at the Houston Conference of American Women in response to the International Women's Year resolutions of the United Nations. The 1987 Plan updates the concerns expressed in 1977 and includes recommendations on: education (preschool through higher education); employment; social services; housing; civil rights legislation; and the political participation of black women. Recommendations are comprehensive: affordable child care; non-racist and non-sexist curriculum and materials; affirmative action; support for research efforts by black women scholars; community economic development; creative efforts to bring about full employment; a Blue Ribbon Commission to study and report on the long-term impact on structural unemployment of blacks (especially black women) of the U.S. trade deficit and business mergers and acquisitions.

Issues for the Future

Overseas flight of jobs and the increase in low-paid service occupations.

New capital formation programs for black women to enter and be successful in business and the use of new technology for black female economic development.

Revision in registration laws to improve participation in the electoral process.

Major changes in education and counseling to provide quality education.

Provision of affordable housing and enforcement of laws against discrimination.

Major revision in health care delivery and access.

Strengthening of the black church's role in supporting family values, responsible sexual attitudes, and guidance counseling and tutorial assistance to black youth.

DELTA SIGMA THETA SORORITY, INC.
1707 New Hampshire Avenue, N.W.
Washington, D.C. 20009
(202) 483-5460

Contact:
Dr. Yvonne Kennedy, President
Rosalind McKinney, Executive Director

Year Organized: 1913
Type of Organization: Nonprofit

Staff:
28 full-time paid, 11 part-time volunteers

Scope of Organization:
National (primarily), with 725 chapters in 42 states in the U.S. and 3 international chapters
Over 125,000 members

Population Targeted:
Black females (all ages)

Purpose of Organization

To provide services and programs to promote human welfare. The major programmatic focuses are centered around the organization's Five-Point Program Thrusts: Educational Development; Economic Development; Physical and Mental Health; Political Awareness and Involvement; and International Awareness and Involvement. Primary role: public information and direct services.

The sorority also has a separate 501(c)(3) organization — the Delta Research and Educational Foundation.

Issues Currently Being Addressed

Priority issues (1983-1988): Single parenting; African Diaspora; political awareness. Other issues: community access to services of public and private agencies (Life Development Centers); child development; drug prevention; health; economic development; employment and training; teenage pregnancy; educational development; black arts and letters.

Issues for the Future

Education

Health

Child care/family

Employment equity

Political empowerment

GAMMA PHI DELTA SORORITY
2657 West Grand Boulevard
Detroit, Michigan 48208
(313) 872-8597

Contact:
Hon. Willie B. Kennedy, Supreme Basileus

Year Organized: 1943
Type of Organization: Nonprofit, 501(c)(7)

Staff:
No paid staff, 1 full-time volunteer

Scope of Organization:
National, with 82 chapters throughout the United States
Membership: over 5,000

Population Targeted:
Primarily black females; includes youth groups (Phi-Teens, Rosebuds) and male support group (Cavaliers)

Purpose of Organization

To enhance the social and economic welfare of the community by promoting high educational standards, encouraging business and job development, and strengthening support services to the family. The organization focuses on business and professional women (primarily black)-and their involvement in the community.

Issues Currently Being Addressed

Economic development; teenage pregnancy; education; families; health; leadership development.

Priority: Excellence in education; scholarships

Issues for the Future

Employment and training for the future job market.

Economic development — business growth; financial investment; credit unions, etc.

Child health and welfare; child care/development programs.

Affordable housing.

INTERNATIONAL COUNCIL OF AFRICAN WOMEN
P.O. Box 91812
Washington, D.C. 20090-1812
(202) 546-8459

Contact:
Nkenge Toure, Co-Coordinator

Year Organized: 1982
Type of Organization: 501(c)(3)

Staff
7 part-time volunteers

Scope of Organization:
International
Chapters being developed

Population Targeted:
Black females (all ages)

Purpose of Organization

ICAW was formed in 1982 to promote the worldwide networking and development of African women. Focuses on bringing information to disadvantaged U.S. women about international women's conferences, developments, and events as the majority of these women will not be able to attend such gatherings. In addition, works on domestic issues such as violence against women, reproductive rights, and self-help programs.

Primary focus: advocacy and policy analysis

Issues Currently Being Addressed

Employment, poverty and welfare, health, teenage pregnancy, child care, housing, leadership development, rape and sexual harassment, and cross-cultural issues affecting black women.

Priority: International development, reproductive rights, foreign policy, and violence against women.

Issues for the Future

Developing leadership within the feminist movement.

Consolidating the women of color voting strength to affect local and national elections.

Affecting foreign policy towards southern Africa and Central America.

Overcoming classism and racism among women of color.

THE LINKS, INCORPORATED
1200 Massachusetts Avenue, N.W.
Washington, D.C. 20005-4501
(202) 842-8686

Contact:
Mary P. Douglass, Chief Administrative Officer

Year Organized: 1946
Type of Organization: Nonprofit

Staff:
5 full-time paid

Scope of Organization:
National, with over 200 chapters in 38 states and the District of Columbia

Population Targeted:
Black females and families (primarily)

Purpose of Organization

A national service organization whose quest locally, nationally, and internationally is to determine needs and design and produce programs which effectively address those needs. We are committed both individually and collectively to educational, civic, and intercultural activities in The Arts, Services to Youth, National Trends and Services, and International Trends and Services. Through these program facets we have been involved in working to eliminate the problems of black youth and their families, provided cultural enrichment in communities across this nation, addressed issues and concerns that impact on the quality of life, and rendered assistance to global friends, especially in African and Caribbean countries.

Issues Currently Being Addressed

Job discrimination, affirmative action, employment and training, teenage pregnancy, education, families, health, and international development (African water wells, Haitian refugee relief, southern African initiative).

Priority: The Arts, Services to Youth, National Trends and Services, and International Trends and Services.

Issues for the Future

Equal opportunity in the work place.

Equal opportunity for minority youths in education.

Community outreach and service.

Preservation of strong family units/single parenting.

World peace.

NATIONAL ASSOCIATION OF COLORED WOMEN'S CLUBS

5808 Sixteenth Street, N.W.
Washington, D.C. 20011
(202) 726-2044

Contact:
Dr. Dolores M. Harris, President
Carole Early, Executive Secretary

Year Organized: 1896
Type of Organization: Nonprofit, 501(c)(3)

Staff:
3 full-time paid, 1 part-time volunteer

Scope of Organization:
National, with 1500 affiliates in 38 states

Population Targeted:
Black females and families (primarily)
Also youth group for boys and girls

Purpose of Organization

To raise the standards of the family; to promote interracial understanding; to advance the moral, economic, and religious status of the home; to promote the welfare of women and children; to improve the educational opportunities for women and children.

Primary role of organization: public information

Issues Currently Being Addressed

Priority: Those issues related to strengthening the family; employment and training, economic development, teenage pregnancy, education, and health.

Issues for the Future

Upgraded and stable employment.

Improved education which enables women of color to take advantage of the high-skill jobs and provide support for their families to pursue education.

Strengthening the family — nuclear and extended — in ways the government is not now doing.

NATIONAL ASSOCIATION OF NEGRO BUSINESS AND PROFESSIONAL WOMEN'S CLUBS, INC.

1806 New Hampshire Avenue, N.W.
Washington, D.C. 20009
(202) 483-4206

Contact:
Jacquelyn Gates, President

Year Organized: 1935
Type of Organization: 501(c)(3)

Staff:
2 full-time paid

Scope of Organization:
National, with over 350 affiliates in the U.S. and Bermuda

Population Targeted:
Black females and youth (male and female)

Purpose of Organization

A community service organization whose members are committed to sharing accomplishments with others and working together to improve the quality of life in their communities; to create an atmosphere in which black women are able to bring about meaningful changes in their public and private lives; to offer positive models to the young women in their communities; to share their skills and knowledge with others; and to explore alternate ways for women to meet the multiple challenges of today's world.

Issues Currently Being Addressed

Affirmative action, employment and training, access to non-traditional jobs, economic development, teenage pregnancy, education, child care, housing, domestic violence, families, health, and leadership development. Also legislative issues, voter education, foster care programs, aging, and arts and culture.

Priority: Employment and economic development, housing, development and training, health, and aging.

Issues for the Future

Youth and family development

Aging

AIDS/Cancer

NATIONAL BLACK SISTERS' CONFERENCE
1001 Lawrence Street, N.E., Suite 102
Washington, D.C. 20017
(202) 529-9250

Contact:
Sister Gwynette Proctor, SND, Executive Director

Year Organized: 1968
Type of Organization: Nonprofit, 501(c)(3)

Staff:
2 part-time paid

Scope of Organization: National

Population Targeted:
Black Catholic females

Purpose of Organization

To be of support to black women in white religious communities (Roman Catholic sisters).

To be an educational resource to the black community.

To encourage and promote black culture within the Catholic Church.

To develop and encourage black women in the area of leadership in the Church.

Primary role: advocacy, public information, direct services, research, and support

Issues Currently Being Addressed

Poverty, education, leadership development.

Priority: Education

Issues for the Future

Employment

Child care

Independence and trauma

Single parent households

Displaced homemakers

NATIONAL BLACK WOMEN'S HEALTH PROJECT
1237 Gordon Street, S.W.
Atlanta, Georgia 30310
(404) 681-4554

Contact:
Byllye Avery, President

Year Organized: 1984
Type of Organization: Nonprofit, 501(c)(3)

Staff:
23 full-time paid, 2 part-time paid

Scope of Organization:
National
Affiliates

Population Targeted:
Black females (primarily)

Purpose of Organization

The organization is committed to defining, promoting, and maintaining the physical, mental, and emotional well-being of black women. The organization seeks to enable black women to become aware of the nature of physical and mental health and the relationship between the two; to enable black women to take control of and become active participants in their health maintenance. It is through a broadened concept of health and an active program to promote it that black women can live, love, and work in new and more authentic ways.

Issues Currently Being Addressed

Poverty, reproductive rights, teenage pregnancy, families, domestic violence, health, classism, sexism, and racism.

Priority: The well-being of black women

Issues for the Future

Poor health

Racism

Poverty

Wage inequities

Teenage pregnancy

NATIONAL COALITION OF 100 BLACK WOMEN

300 Park Avenue
New York, New York 10022
(212) 974-6140

Contact:
Jewell Jackson McCabe, President
Elaine Carter, Executive Director

Year Organized: 1981
Type of Organization: Nonprofit, 501(c)(3)

Staff:
3 full-time paid

Scope of Organization:
National: 46 chapters in 17 states and the District of Columbia
6,000 members

Population Targeted:
Black women (all ages)

Purpose of Organization

An advocacy organization that seeks to empower black women to meet their diverse needs through programs which: provide an effective network among black women as well as establish links between the organization and the corporate and political arenas; exploit and sustain new career opportunities, especially in the corporate area; utilize the tools of role-modeling and mentoring to provide meaningful guidance to young women, including teenage mothers, high school and college students bound for the professions, and recent graduates striving for career advancement; recognize the historic and current achievements of black women.

Issues Currently Being Addressed

Affirmative action; employment/training; access to non-traditional jobs; pay equity; poverty; economic development; welfare reform; teenage pregnancy; education; leadership development; civic education.

Priority: Leadership development

Issues for the Future

Leadership development — public and private.

Pay equity.

Welfare reform.

Economic development through career advancement.

Economic development through business development.

NATIONAL COUNCIL OF NEGRO WOMEN, INC.
1211 Connecticut Avenue, N.W., Suite 702
Washington, D.C. 20036
(202) 659-0006

Contact:
Dorothy I. Height, President

Year Organized: 1935
Type of Organization: Nonprofit

Staff:
36 full-time paid, 3 full-time volunteers

Scope of Organization:
National with 32 affiliate organizations in the United States and 235 community-based sections. International offices in Harare, Zimbabwe, and Dakar, Senegal

Population Targeted:
Primarily black women and their families in the United States and Africa

Purpose of Organization

The mission of the National Council of Negro Women, Inc. is to harness the power of black women in the United States as part of an international sisterhood to ensure access to and full participation in the socio-economic systems which impact on the quality of life for all persons. As an umbrella organization, NCNW unites national black women's organizations to strengthen the economic and social position of black women and their families, advance the enforcement of civil rights, promote youth development and increase the capability of black women's organizations to improve the lives of women and their families in developing countries.

Issues Currently Being Addressed

Job discrimination; affirmative action; employment/training; pay equity; poverty; access to non-traditional jobs; reproductive rights; economic development; teenage pregnancy; education; child care; families; health; leadership development.

The international work of NCNW touches on some of the same issues — especially the lack of education and employment opportunities for the African population. International development and policy formulation are also issues.

Priority: To improve the economic and social position of black women and their families; to advance enforcement of civil rights; focus on youth development; increase the capability of black women's organizations to work with the poorest majority in developing countries.

Note: NCNW has regional offices in Atlanta, Georgia; New York, New York; Ruleville, Mississippi; and New Orleans, Louisiana.

Issues for the Future

The most important issues facing women of color are drug abuse, single parenting, lack of education and day care facilities, and job training. NCNW addresses these problems in the Black Parents Drug Prevention Program, which fosters the participation of black parents in drug prevention efforts through activities within their families, at schools, churches, clinics, and other community sites; on-the-job-training, which offers skills training to young adults between the ages of seventeen and twenty-one; "Education 2000," which is a series of awareness seminars that provide critical information about the educational needs of the job market through the twenty-first century; "Parent Education Teleworkships," which is a series of satellite telecasts around the United States equipping parents with tips to help their children learn; and the Fannie Lou Hamer Day Care Center, which is a child-care center in Ruleville, Mississippi, for low-income families.

NATIONAL POLITICAL CONGRESS OF BLACK WOMEN

P.O. Box 411
Rancocas, New Jersey 08073
(609) 871-1500

Contact:
Shirley Chisholm, National Chair
Portia Dempsey, Executive Director

Year Organized: 1987
Type of Organization: Nonprofit, 501(c)(3)

Staff:
1 full-time paid, 5 part-time volunteers

Scope of Organization:
National: membership throughout the United States

Population Targeted:
Primarily voting-age black women. A special program prepares young women under age eighteen to enter the political process.

Purpose of Organization

An independent, non-partisan political organization whose main purposes are to encourage, develop, and educate black women to participate in the political process — at all levels. Black women, who have long been beacons of progressive political change, will organize to empower themselves, improve their communities, and change America.

Issues Currently Being Addressed

Affirmative action; access to non-traditional jobs; economic development; education; health; leadership development; the legislative process.

Priority: Leadership development of black women for political involvement

Issues for the Future

Mobilizing and educating black women for effective impact on the political process to assure national commitment to full social, economic and political equity.

Education

Non-traditional jobs

Health care

Ending job discrimination

SIGMA GAMMA RHO SORORITY, INC.

8800 South Stony Island Avenue
Chicago, Illinois 60617
(312) 873-9000

Contact:
Dr. Katie White, Grand Basileus
Bonita M. Herring, Executive Secretary

Year Organized: 1922
Type of Organization: Nonprofit

Staff:
2 full-time paid, 3 part-time paid, 2 part-time volunteers

Scope of Organization:
National, with over 40,000 members throughout the United States

Population Targeted:
Primarily the black community (youth and adults; men and women)

Purpose of Organization

To design programs which involve community service, leadership training, and provide educational opportunities for youth; to work with other agencies and organizations to provide additional community services; to promote human rights legislation which will improve the quality of life in this society—specific areas of concern are health, education, and the economy.

Issues Currently Being Addressed

Employment/training; access to non-traditional jobs; poverty; economic development; teenage pregnancy; education; child care; housing; domestic violence; families; health; leadership development.

Priority: Teen pregnancy, education of children of all economic levels, illiteracy eradication

Issues for the Future

Health care/services

Job discrimination/advancement

Child care

Equal wages (to males employed in the same positions)

Stress of wearing the many hats of career woman, mother, wife, housekeeper, etc.

ZETA PHI BETA SORORITY, INC.
1734 New Hampshire Avenue, NW
Washington, D.C. 20009
(202) 387-3103

Contact:
Linda Thompson, Executive Director

Year Organized: 1920
Type of Organization: Nonprofit

Staff:
6 full-time paid, 2 part-time paid

Scope of Organization:
National, with approximately 300 chapters throughout the United States
Membership: over 20,000

Population Targeted:
Primarily black females (all ages)

Purpose of Organization

A community service, nonprofit organization, founded at Howard University in Washington, D.C. It is a membership organization founded on: Sisterhood, Scholarship, and Community Service, and working toward improving life for all mankind.

Issues Currently Being Addressed

Employment/training; access to nontraditional jobs; teenage pregnancy; education; child care; health; leadership development; drug abuse prevention.

Priority: Drug abuse prevention, teenage pregnancy, illiteracy eradication, employment opportunities, AIDS awareness

Issues for the Future

Employment

Single parenting

Drug abuse

Education

COMISION FEMENIL MEXICANA NACIONAL, INC.
379 South Loma Drive
Los Angeles, California 90017
(213) 484-1515

Contact:
Maggie Cervantes, President

Year Organized: 1970
Type of Organization: Nonprofit, 501(c)(3)

Staff:
Volunteers only

Scope of Organization:
National, with 8 active affiliates
1800 members

Population Targeted:
Primarily Hispanic women (started as primarily Mexican-American)

Purpose of Organization

A nonprofit, volunteer organization dedicated to the advancement of the Latina woman—politically, socially, economically, and educationally. It is an advocacy organization which has also provided direct service to Latinas through organizations which it created and which now operate independently.

Chicana Service Action Center (1970): employment training for low-income women.

Centro de Ninos (1974): a bilingual, bicultural child development center.

Casa Victoria (1985): a residential treatment program for adolescent girls who have been involved in the juvenile justice system and incarcerated.

Issues Currently Being Addressed

Affirmative action; employment/training; pay equity; reproductive rights; teenage pregnancy; education; child care; housing; families; leadership development.

Priority: Education of Latinas; fundraising for scholarships

Issues for the Future

Education: decrease the drop-out rate and increase the number of Latinas who go on to college.

Health care: need for more available health care.

Child care: need for affordable child care for working class mothers.

Housing: need for affordable housing.

Reproductive freedoms: trend toward limiting and redefining this issue.

MEXICAN AMERICAN WOMEN'S NATIONAL ASSOCIATION

1030 Fifteenth Street , N.W., Suite 468
Washington, D.C. 20005
(202) 898-2036

Contact:
Judy Canales, President

Year Organized: 1974
Type of Organization: Nonprofit

Staff:
12 full-time volunteers

Scope of Organization:
National, with 10 chapters, and members in 33 states

Population Targeted:
Primarily Hispanic females (Originally focused on Mexican-American women; now includes all Hispanic women)

Purpose of Organization

MANA is a national membership volunteer organization, dedicated to the social, educational, and economic advancement of Hispanic women. It is an advocacy organization which, because it is based in Washington, D.C., often testifies at congressional hearings.

Issues Currently Being Addressed

Pay equity, poverty, economic development, teenage pregnancy, education, child care, health, and leadership development.

Priority: Leadership development, economic development, education, health

Issues for the Future

Economic development

Education

Health

Political empowerment

NATIONAL LATINAS CAUCUS, INC.
853 Broadway, 5th Floor
New York, New York 10003
(212) 673-7320

Contact:
Yolanda Sanchez, President

Year Organized: 1985
Type of Organization: Nonprofit, 501(c)(3)

Staff:
3 part-time paid, 9 part-time volunteers

Scope of Organization: Local

Population Targeted:
Primarily Hispanic females

Purpose of Organization

Leadership development of Latinas: enhancing skills; fostering intern relationships (mentoring by more experienced women) and securing appointments to CBO boards and other government commissions, etc.; education in women's history, especially relating to one specific group; and training in self-assertion. Fostering entrepreneurship: supporting, with limited venture capital, women who run or plan to run small businesses and assisting those who want to start a small business.

Issues Currently Being Addressed

Poverty, economic development, housing, and leadership development.

Priority: Housing and education/employment

Issues for the Future

Empowerment

Adequate and affordable housing

Education

NATIONAL CONFERENCE OF PUERTO RICAN WOMEN, INC.

5 Thomas Circle, N.W.
Washington, D.C. 20005
(202) 387-4716

Contact:
Anna Lopez Fontana, President
Edna Laverdi, Vice President

Year Organized: 1972
Type of Organization: Nonprofit, 501(c)(3)

Staff:
60 part-time volunteers
(National Board members)

Scope of Organization:
National, with 15 chapters

Population Targeted:
Primarily Puerto Rican females and children

Purpose of Organization

To advance the status of Puerto Rican women by securing equal rights for them and other Hispanic women; to promote Puerto Rican women's equitable participation in the social, economic and political spheres; to identify and develop leadership among Puerto Rican women and thus provide role models for our youth; to strengthen communication links between women of Hispanic origin in the U.S.; to affirm and strengthen the Puerto Rican heritage and bring awareness of it to the population at large.

Issues Currently Being Addressed

Employment, economic development, reproductive rights, poverty/welfare, health, teenage pregnancy, education, child care, housing, domestic violence, aging, leadership development, political awareness and education, voter registration, and Puerto Rican culture.

The organization also targets children through advocacy programs to encourage them to stay in school and through scholarship awards and adolescent pregnancy prevention programs.

Priority: Education and training, health, and political education

Issues for the Future

For "Hispanic" women, lack of recognition and subsequent action by government to differentiate between various Hispanic ethnic groups, and failure to address problems adequately.

Census undercount and methods of counting "Hispanics."

High dropout rate of Hispanic children.

High adolescent pregnancy rate.

Drugs

AIDS

INDIGENOUS WOMEN'S NETWORK
P.O. Box 174
Lake Elmo, Minnesota 55042
(612) 777-3629

Contact:
Lea Foushee, Administrator

Year Organized: 1984
Type of Organization: Nonprofit, 501(c)(3)

Staff:
3 full-time paid, 6 volunteers

Scope of Organization:
National and regional

Population Targeted:
Native American women and their families (primarily), and women and families in the Americas, the Pacific (Hawaii, Guam, New Zealand, and Samoa)

Purpose of Organization

To aid in the education of young Indian women—to empower them to cope with being Indian women, feeling O.K. about that, and living in this non-Indian society.

Developing curriculum to get Indian women into public and alternative schools.

Issues Currently Being Addressed

Economic development, reproductive rights, poverty/welfare, health, teenage pregnancy, education, child care, domestic violence, aging, leadership development.

Priority: Preservation and survival of a culture, with the traditions as a base to enable Indian women to cope with the duality in which they live.

Issues for the Future

Preservation of their particular cultures in America and the right to maintain cultural identity.

Family issues: e.g., women heads of households, safe and decent housing.

Health

Survival of future generations.

NATIONAL INSTITUTE FOR WOMEN OF COLOR

1301 Twentieth Street, N.W.
Washington, D.C. 20036
(202) 296-2661

Contact:
Marguerite Gee, Executive Director
Julie Quiroz, Project Director

Year Organized: 1981
Type of Organization: Nonprofit, 501(c)(3)

Staff:
3 part-time volunteers

Scope of Organization:
National, with regional and state coordinators, and affiliates throughout the United States

Population Targeted:
All women of color (Asian-Pacific Americans, Blacks, Hispanics, American Indians, and Alaskan Natives)

Purpose of Organization

Created to enhance the strengths of diversity, and to promote educational and economic equity for women of color (Hispanic, Black, Asian American, Pacific Islander, American Indian and Alaskan Native).

NIWC promotes the interests of these groups by focusing on mutual concerns and bringing together women who have been traditionally isolated. Because of the psychological impact of being considered a minority and the restrictions rendered by the term "minority," NIWC uses the term "women of color" to convey unity and self-esteem, as well as political and global status.

Issues Currently Being Addressed

Leadership and skill development; promotion and recognition of women of color leaders; public education on the status and basic needs of women of color—individually and collectively; providing a support network for women of color; public policy and issue analysis; public policy advocacy.

Job discrimination, employment/training, pay equity, poverty, reproductive rights, economic development, welfare reform, teenage pregnancy, education, domestic violence, families, health.

Sovereignty of Indian tribes; language/cultural discrimination; redress for Japanese Americans in World War II relocation camps; ageism.

Priority: Economic and educational equity

Issues for the Future

Barriers to upward mobility/equal access to jobs.

Failure of education system to serve/reach children, especially girls and women, of racial/ethnic minority populations on all levels.

Woefully inadequate health care for women of color and their families.

REFUGEE WOMEN IN DEVELOPMENT, INC.
810 First Street, N.E., Suite 300
Washington, D.C. 20002
(202) 289-1104

Contact:
Sima Wali

Year Organized: 1981, Incorporated 1986
Type of Organization: Nonprofit, 501(c)(3)

Staff:
2 full-time paid, 1 full-time volunteer

Scope of Organization: National

Population Targeted:
Primarily Asian, Hispanic, and Caucasian refugee women and their families (low-income, working-age women)

Purpose of Organization

A national nonprofit organization which exists to enable Third World refugee women, resettled in the United States, to attain social and economic independence and security. It encourages the empowerment of refugee women, enabling them to adjust to American life, meet the economic needs of their families, feel personally safe and secure, and maintain their culture and identity. RefWID develops emerging and potential women leaders in the refugee community; develops effective tools which can be used by these leaders (program models, information on community needs and resources, etc.); through education and advocacy, sensitizes staff of organizations serving refugees, policy makers, and public; does research.

Issues Currently Being Addressed

Employment; economic development; health; child care; domestic violence; leadership development, mental health.

Priority: Economic development

Issues for the Future

Unemployment/underemployment of refugee women (most of whom are women of color).

Coalition building among Third World refugee women in the U.S., other women of color and mainstream women's organizations to address mutual concerns.

Public education and better policies relating to protection of refugee women.

Homelessness of refugee women.